ENGINEERS' SALARIES

PROFESSIONAL INCOME OF ENGINEERS

1980

ENGINEERING MANPOWER COMMISSION

A Commission of the Engineering Affairs Council
of the
American Association of Engineering Societies
345 East 47th Street
New York, New York 10017

November 1980

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES

(FORMERLY ENGINEERS JOINT COUNCIL)

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The Engineering Manpower Commission was organized in 1950 as part of Engineers Joint Council, now American Association of Engineering Societies, to serve as a focus for national technological manpower activity.

The Commissions' program is carried out through the collection, analysis and publication of significant data on engineering manpower, as well as the development of programs and policies designed to acquaint the public with the importance of engineering to the national welfare.

The Engineering Manpower Commission is charged with the following responsibility:

"To engage in studies and analyses of the supply, demand and utilization of engineering and technical manpower; to make recommendations, conduct programs and develop reports concerning these aspects of engineering and technical manpower; and to carry on such other programs in the field of manpower as may be authorized by the Board of Directors of AAES."

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ACKNOWLEGMENTS

This survey was conducted by Patrick J. Sheridan and Barbara Ann Howley of the EMC Staff who prepared and edited this report under the direction of the Survey Committee of the Engineering Manpower Commission which is chaired by Luke Noggle. Kenneth E. Foster is Chairman of the Salary Survey Committee. Ms. Rosanna Bonadonna of the EMC staff typed and proofed the text.

The computer program used for processing the submitted salary data was written by Richard C. Fremon of Bell Telephone Laboratories, who is currently Chairman of the Engineering Manpower Commission.

We are particularly grateful to the many individual salary administrators who provided the basic data from the participating employers of engineers. Space does not permit their individual identification in this report, but without their cooperation we would be unable to conduct our biennial salary surveys.

NOTE TO EMPLOYERS AND SALARY ADMINISTRATORS

Special summaries on the basis of degree level, supervisory status, industry type, by state, region or national geographic area are available. The cost of these special summaries is based on specific requirements. Call or write the Manager of Manpower Activities for additional information.

Raw data tables and matrix tables for any of the curves in this report may be obtained on special order at $5.00 per table, if desired.

EMC reports salary data as furnished by the survey respondents, and tries to insure that respondents represent a "typical" cross section of their industry group. However, users should note that data reported in some year brackets may be based on relatively small numbers of individual salaries and, therefore, should be used with caution. Industrial salaries tend to vary considerably by supervisory status, degree level and region, so salary patterns may be influenced by the interaction of variables whose effect is impossible to separate without detailed analysis beyond the scope of this report.

The Engineering Manpower Commission is always interested in improving its survey coverage. If your company would like to be considered for participation in future surveys, please write to Engineering Manpower Commission, 345 East 47th Street, New York, N.Y., 10017 and ask to be put on our surveys list. We also welcome your comments regarding this report and your suggestions for improving future surveys and reports.

Patrick J. Sheridan
Manager
Manpower Activities

PROFESSIONAL INCOME OF ENGINEERS, 1980

CONTENTS

Introduction 7
Distribution of Survey Response 14
General Charts and Tables
- Trends in Median Salaries of Engineering Graduates, 1953-1980 15
- Weighted National Averages 16
- All BS Degree Engineers 18
- All MS Degree Engineers 19
- All PhD Degree Engineers 20

Charts and Tables by Employment Group
- All Industry 21
  - Large Industrial Employers 23
  - Median Industrial Employers 24
  - Small Industrial Employers 25
  - All Manufacturing Industry 26
    - Aerospace 28
    - Chemicals 30
    - Electrical Equipment 32
    - Electronic Equipment 34
    - Instruments 36
    - Machinery 38
    - Metals, Basic 40
    - Metal Products, Fabricated 42
    - Petroleum 44
    - Miscellaneous Manufacturing 46
    - Food 48
    - Paper & Wood Products 49
  - All Non-Manufacturing Industry 51
    - Construction Industry 53
    - Consulting & Engineering Services 55
    - Mining 57
    - Research & Development 59
    - Communication Services 61
    - Electric Utilities 63
    - Gas Utilities & Pipelines 65
- Federal Government 67
- State Government 70
- Local Government 73
- All Educational Institutions
  - All Faculty 76
  - Administrators 77
  - Researchers 78

Regional Curves & Tables
Definition of Regions 79
New England 80
Middle Atlantic 81
East North Central 82
West North Central 83
South Atlantic 84
South Central 85
Mountain States 86
Pacific Coast 87
Appendix 88
Participants in the 1980 EMC Engineers' Salary Survey 89
Facsimile of Questionnaire 99
Blank Charts for Personal Use 110

PROFESSIONAL INCOME OF ENGINEERS

Introduction

This survey is the fourteenth published to provide basic salary information on engineering graduates in the United States. Salaries are analyzed on the basis of experience, defined as the number of years since attaining baccalaureate degree. As in previous surveys, respondents were asked to submit separate breakouts of information for supervisory and non-supervisory engineers by three degree levels - bachelor's, master's and doctor's.

Following past practice, data are presented in graphic and tabular form to show upper and lower decile, upper and lower quartile, median and mean salaries by years since baccalaureate degree.

It should be noted that salaries include base salary and regular allowances, but not overtime or other unpredictable payments. The survey was conducted between March and June 1980, therefore, the data represent salaries in effect during that period.

The purpose of this report is to show the present level of engineering salaries and, in addition, to indicate their trend over past years. Although this and previous surveys may not be exactly comparable because of changes in the participating groups, the size of the total sample and the consistency with which many companies and agencies have participated throughout the survey series leads us to believe that changes in the composition of the survey group have not materially altered reported medians.

In publishing these curves EMC is attempting to show only what prevailing salaries are, not what they ought to be. We recognize that salaries paid to individuals are, in the final analysis, affected by their specific duties and their effectiveness in performing them. These factors can be resolved only by the engineer and his employer. Therefore, EMC does not undertake to evaluate individual salary situations, nor to advise employers on the salaries they should pay for specific positions.

History of the Survey

Throughout its history, Engineers Joint Council, and now the American Association of Engineering Societies, has conducted studies related to the economic status of engineers. In 1949 EJC published "The Engineering Profession in Transition." Studies were made on starting salaries of engineering graduates by fields of employment in 1949 and 1950.

A specialized study made by EJC on behalf of the Department of Defense was published by the Bureau of Labor Statistics in 1952 under the title, "Employment, Education and Income of Engineers 1949-50 -- A Survey of Engineering Society Members of Full Professional Grade."

Realizing the lack of comprehensive data on engineering income, EJC decided in 1953 to undertake a series of studies in this area. The first report of the series "Professional Income of Engineers" was completed by EJC in 1953, the second in 1956. Initially the interval between surveys was three years. However, responding to requests for more frequent updating of the information, it was decided that surveys should be conducted biennally. In 1957 the EJC survey activities were assigned to the Engineering Manpower Commission. EMC has conducted surveys and published salary reports since 1958, including Special Industry Reports since 1966.

Coverage and Response

In all, 871 establishments participated in the 1980 survey (including government agencies and educational institutions) covering 135,313 engineering graduates. A complete distribution is shown on page . The enthusiastic response from employers of engineers makes the Engineering Manpower Commission's salary survey the most comprehensive in the United States from the point of view of engineers covered. We estimate that the survey produced data on about one quarter of the graduate engineers doing engineering or related work in the United States.

Survey Methodology and Timing

Salary figures were reported by employers on two forms designed to obtain information on earnings of all employed graduate engineers (see facsimile questionnaire forms at end of report). Form A was used for non-supervisory engineering graduates, while Form B covered those in supervisory positions. The supervisory group consisted of engineering graduates whose supervisory or managerial functions were of primary importance. The specific definition of this group depended upon the practice of each responding organization. Both forms allowed for separate tabulation of engineers by highest earned degree. All salary information, however, was reported in relation to the year of baccalaureate degree as a measure of experience.

Questionnaires were mailed in March 1980 to our regular list of employers. One follow-up mailing to non-respondents was made. Replies were accepted until mid-June. Salaries reported were those in effect March 1, 1980.

Survey participants were asked to submit salary information based on baccalaureate year wherever possible. Some organizations, however, were able to supply data only on the basis of age. In such cases age 22 was considered the equivalent year of baccalaureate. All returns were carefully edited before keypunching, and checks were made throughout the data processing to insure accuracy of the results. Because there are always a few individuals whose degree and salary patterns differ widely from the norm, inclusion of their data in the report may occasionally produce a non-typical curve, particularly in the case of small samples.

Technical Note on Computer Program

The computer program used for this survey is designed to calculate the median, quartile and decile points in the array of salaries reported in a given "years of experience" column. Since these points fall within a salary bracket which covers a dollar range, the computer interpolates the point within the bracket, to the nearest $50, by assuming essentially a straight-line distribution within the salary extremes. For example, if the median engineer turned out to be the 20th one in the $17,000-18,000 bracket, and there were 100 salaries reported in this bracket, the median point would be 20/100 of the range covered, or $200, and the computed median salary would be $17,200.

The fractiles are first produced as "raw" data. In general we have found that curves plotted on the basis of raw data contain many irregularities that result more from inherent limitations of the methodology than from significant changes in compensation practices. Therefore, the data presented in this report are based on four-parameter smooth curves calculated by a least squares method. Each curve has the form $y = ax2 + bx + c$, with y equal to the reciprocal of salary and x = (43 minus years from first degree) raised to the power z. The computer program determines the values of the parameters a, b, c and z that give the minimum sum of the squares of the differences between the raw and smooth values of y. In the summation the differences squared are weighted by the populations associated with each of the data points. Since each curve (median, quartile, etc.) is computed independently, it is possible for occasional anomalies to be found, such as curves apparently crossing or supervisors apparently receiving lower salaries than non-supervisors. These are usually due to inherent limitations in the smoothing routine, and should not be viewed as having any real significance. No statistics are computed where there are fewer than five salaries in a given year column.

Method of Presentation

Curves and tables in this report are arranged according to major groups starting with the broadest category, Weighted National Average of all engineers, which includes industry, government and education. Salaries of engineers in education are included only on a 12-month basis to insure consistency with salaries in industry and government.

These are followed by the major employment groups in industry, government, and education. Users should consult the table of contents, in which the employment groups are arranged in hierarchical order and select the group most closely corresponding to their own area of employment. If a specific industry is not listed, the data for the next larger grouping may be used.

Data for each employment group are shown as plotted curves with either one or two data tables to a page. Below each set of curves are printed the data points on which they are based. The data tables also include mean salaries (which are not plotted and normally differ little from the median) and the number of salaries within each column. Users should always note these figures to be sure that the age distribution of their group is consistent with the group described by the curves. Data points have been omitted where there were fewer than five salaries in a column. The data tables also list the number of salaries above $51,000 or below $14,000 which were the limits established by the questionnaire form. The plotted curves and data tables are terminated where they go beyond these limits.

Master's degree salaries normally do not become applicable until at least one year after the BS degree. Similarly, doctor's degree salaries usually do not apply until about three years after the BS. Data for fewer years after the BS, where they may appear in some tables, should be ignored as unreliable.

Certain groups were weighted to insure that no single employer dominated the results. In these cases, the actual number of engineers reported is indicated in addition to the weighted total on which the curves were based.

Effect of Inflation

The Consumer Price Index[1] increased 209.1 percent since 1953 when the Engineering Manpower Commission conducted its first survey of professional engineering salaries. The following table shows the annual change since 1953 in the CPI using a base of 1967 equal to 100 percent. The change from July, 1979 to July, 1980 was 13.1 percent.[2]

Consumer Price Index (1)

Year	1953	1954	1955	1956	1957	1958	1959	1960	1961	1962	1963	1964	1965	1966
Index	80.1	80.5	80.2	81.4	84.3	86.8	87.3	88.7	89.6	90.6	91.7	92.9	94.5	97.2
Percent Change	0.8	0.5	-0.4	1.5	3.6	2.7	0.8	1.6	1.0	1.1	1.2	1.3	1.7	2.9

Year	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980
Index	100.0	104.2	190.8	116.3	121.3	125.3	133.1	147.7	161.2	171.1	182.6	196.7	218.9	247.6
Percent Change	2.9	4.2	5.4	5.9	4.3	3.3	6.2	11.0	9.1	5.4	6.7	7.7	11.3	13.1

Total % Increase 1953-1980 - 209.1

(1) Source: The Consumer Price Index for all Urban Consumers.

(2) Annual Change - July-July.

Inflation has taken its toll on engineering salaries over the years. Its effect has been devastating particularly in recent years with a return to double digit inflation in 1979 and 1980.

Although the average engineer hired in 1953 received about 777 percent in salary increases over the 1953 salary base, these increases in real dollars (purchasing power) amounted to 184 percent. Averaged over the 27 year span from 1953 to 1980 the real dollar increase amounted to 6.85 percent per year. This and similar statistics for varying lengths of experience are shown in the chart below:

ANALYSIS OF LIVING COST EFFECT
ON ENGINEERING SALARIES
FROM START DATE TO PRESENT

Yr. Started As An Engineer	No. Yrs. Exp. To 1980	Start Rate		1980 Rate		Percent Increase	
		Current $	Constant* $	Current $	Constant* $	Current Dollars	Constant* Dollars
1953	27	4,050	5,056	35,500	14,338	777	184
1958	22	5,850	6,740	34,700	14,014	493	108
1964	16	7,300	7,858	32,550	13,146	346	67
1970	10	10,500	9,028	28,650	11,571	173	28
1980	#	19,800	7,997				

* Based on 1967 = 100%.
\# Less than one year.

Start rates have increased at an annual rate of more than 14 percent since 1953. In terms of real dollars this amounted to a little more than two percent annually over the 27 year period.

During the decade of the seventies start rates increased 8.9 percent annually. In spite of this substantial increase, the engineer who started in 1980, with a salary 89 percent higher than the new engineer of 1970 when he started, has in fact eleven percent less in purchasing power.

All time frames were not the same as far as the effect of inflation on engineers salary is concerned. In the decade of the sixties, the experienced engineer who started in 1953 received a 94.4 percent increase in salary and was able to hold onto almost half the increase since it resulted in a 48.2 percent increase in purchasing power based on 1967 dollars. The engineer who started in 1953 did not fare as well in the decade of the seventies when 106.4 percent was granted in salary increases with a resultant 3 percent loss in purchasing power, again based on 1967 dollars. Similar statistics are shown for engineers starting in 1958, 1964 and 1970 in the table below. The fact that increase percentages are different depending on the year started, reflects financial recognition of continued growth on the steep slope of the engineering salary curve until an experience plateau is reached.

Explanation of Charts and Tables

Large Industrial Employers. Respondents reporting 5000 or more employees.

Medium Industrial Employers. Respondents reporting between 500 and 5000 employees, manufacturing industries only.

Small Industrial Employers. Respondents reporting fewer than 500 employees, manufacturing industries only.

Aerospace. This group consists of Aircraft Manufacturers plus selected respondents in other groups whose product or service is closely related to the Aerospace Industry, as designated in the Appendix.

Petroleum. This group consists of Oil Companies, Gas Producers, Pipelines and Oilfield Service Companies, as designated in the Appendix.

Miscellaneous Manufacturing. This group consists of Automotive and Railroad Equipment, Shipbuilding, Ceramic Products, Rubber and Plastic Products - Fabricated and Textile Products.

Research & Development. This group consists of the respondents listed as Research Laboratories, and research organizations from other industry groups, as indicated in the Appendix.

Education. Separate curves are given for academic faculty, administrators, and researchers with the term of contract most appropriate for each group.

Regional Breakdowns. These data tables represent all industry and government employers in each of the eight census regions defined on page 79. Educational institutions have not been counted in these special groups.

Definitions

In the interest of uniformity of understanding, the following definitions are used in the EMC salary surveys:

(1) Salary -- Base salary paid by employers before deductions, and allowances including cost-of-living-differential, if any. Unpredictable payments for overtime work, stock options, etc., are not to be included.

(2) Chart Data:

a. Median -- The point in any array of data above and below which half of the series is located, that is, the midpoint.

b. Quartile -
Upper Quartile: The point in any array of data above which one-quarter of the series is located and below which three-quarters of the series is located.
Lower Quartile: The point in any array of data above which three-quarters of the series is located and below which one-quarter of the series is located.

c. Decile --
Upper Decile: The point in any array of data above which one-tenth of the series is located and below which nine-tenths of the series is located.
Lower Decile: The point in any array of data above which nine-tenths of the series is located and below which one-tenth of the series is located.

(3) Engineers -- those holding a minimum of a Bachelor's Degree in a recognized field of engineering.

(4) Years of Experience -- The number of years since the baccalaureate degree was awarded. This places the different degree levels on an approximately equal footing, because those engineers with advanced degrees start out with salaries substantially higher, but they are, of course, older.

(5) Supervisor -- Includes those whose duties are primarily supervisory or managerial, whether or not they are in a specific engineering position.

Identification of Respondents

All industrial respondents are listed in the Appendix to this report, grouped according to the principal categories in which their data are reported.

Survey Forms

Facsimiles of the forms used in this year's survey are reproduced in the Appendix.

Plotting Sheets for Individual Use

Blank charts identical to those used for the curves in this report are included in the Appendix to assist users in plotting special curves for their own use.

More Detailed Reports Available

For those who need more detailed salary data, we have published two other reports from the 1980 engineer's salary survey:

ENGINEERS SALARIES - SPECIAL INDUSTRY REPORT 1980, for salary administrators and personnel managers.

SALARIES OF ENGINEERS IN EDUCATION 1980, for colleges and universities.

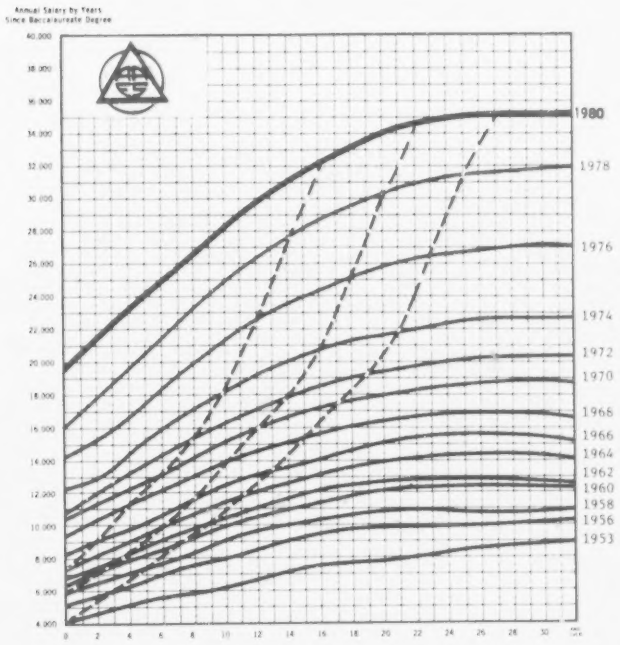
DISTRIBUTION OF SURVEY RESPONSE

	Number of Respondents	Number of Engineers	Percent of Total
All Industry	553	112938	83
All Manufacturing Industry	333	64480	48
Aerospace*	21	10500	8
Chemicals	63	14261	11
Electrical Equipment	17	1082	-
Electronic Equipment	47	16788	12
Food	15	625	-
Instruments	13	2041	2
Machinery	36	3968	3
Metals, Basic	5	353	-
Metal Products - Fabricated	52	5031	4
Paper & Wood	10	992	-
Petroleum*	17	5281	4
Miscellaneous Manufacturing	37	3558	3
All Mon-manufacturing	220	48458	36
Communications	6	501	-
Construction	15	2322	2
Consultants, Engineering & Arch.	65	10861	8
Engineering Services, Other	11	823	-
Electric Utilities	51	16830	12
Gas Utilities & Pipelines	17	1661	1
Mining	7	353	-
Research Organizations*	37	14069	10
Miscellaneous Non-manufacturing	11	1038	-
Education	291	11907	9
All Government	41	10468	8
Federal	5	5328	4
State	15	4080	3
Local	21	1060	-
Total, All Respondents	885	135313	100

Notes: All percentages are rounded off to the nearest percent. Education and Government data are not included in the Special Industry Report except for the Weighted National Average Curves and tables.

*In addition to the numbers listed, the following respondents from other primary groups were included in these groups for purposes of developing salary statistics: Aerospace-2, Petroleum-18, All R&D-22. See Appendix for list of respondents by employment group.

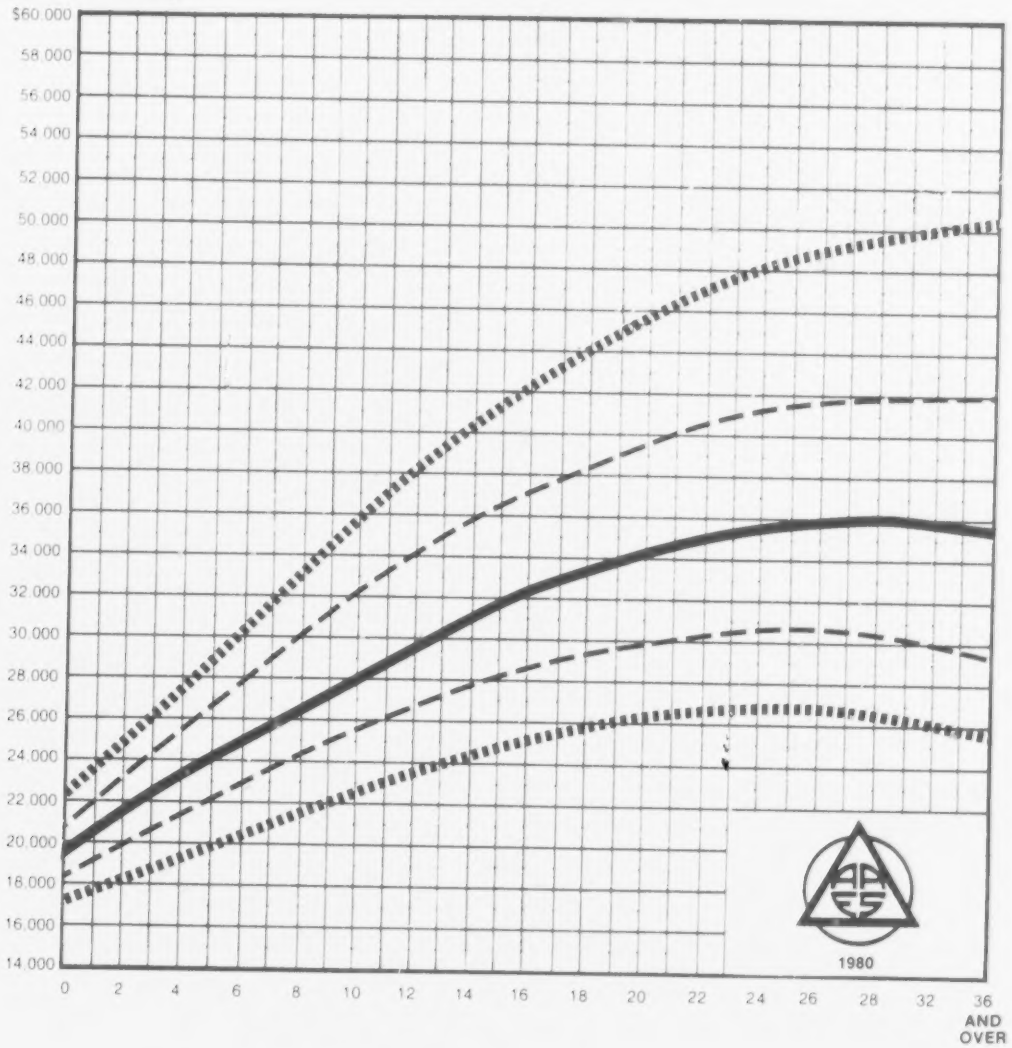
TRENDS IN MEDIAN SALARIES OF ENGINEERS, 1953-1978



Years Since B.S.	0	2	4	6	8	10	15	20	25	30
Median ($) 1980	19600	21450	23300	25150	26950	28600	31882	33983	35066	35233
Avg. % Increase 1978-80	11.0	10.3	9.3	8.5	8.0	7.5	6.3	5.6	5.7	5.2
Median ($) 1978	16050	17800	19650	21500	23250	24900	28350	30600	31500	31900
Avg. % Increase 1976-78	6.3	8.6	9.0	8.3	8.6	8.3	9.3	9.3	9.0	8.4
Median ($) 1976	14250	15200	16650	18450	19850	21350	23900	25800	26700	27350
Avg. % Increase 1974-76	8.6	9.4	7.4	8.4	8.0	8.7	8.6	9.7	9.3	10.4
Median ($) 1974	12150	12800	14500	15800	17100	18200	20400	21600	22500	22650
Avg. % Increase 1972-74	6.8	3.3	5.1	5.4	5.5	5.7	6.5	6.0	5.7	5.5
Median ($) 1972	10700	12000	13150	14250	15400	16350	18050	19300	20200	21400
Avg. % Increase 1970-72	1.0	3.3	3.9	4.2	4.0	3.8	3.7	4.2	4.3	4.3
Median ($) 1970	10500	11250	12200	13150	14250	13200	16800	17800	18600	18800
Avg. % Increase 1968-70	5.8	4.3	4.2	3.9	4.8	4.9	4.9	4.6	5.2	5.8
Median ($) 1968	9400	10350	11250	12200	13000	13850	15300	16300	16850	16850
Avg. % Increase 1966-68	6.3	7.5	7.7	7.0	6.0	5.4	5.6	4.2	3.8	4.5
Median ($) 1966	8350	9000	9750	10700	11600	12500	13750	15050	15650	15450
Avg. % Increase 1964-66	7.2	5.5	4.5	3.8	4.5	4.8	3.7	4.1	4.5	4.2
Median ($) 1964	7300	8100	8950	9950	10650	11400	12800	13900	14350	14250
Avg. % Increase 1962-64	4.0	4.7	3.6	5.0	4.6	4.8	3.8	4.7	5.8	6.1
Median ($) 1962	6740	7400	8350	9050	9750	10400	11900	12700	12850	12700
Avg. % Increase 1960-62	3.5	2.1	3.5	3.6	2.7	2.8	4.1	2.7	1.8	1.4
Median ($) 1960	6300	7100	7800	8450	9250	9850	11000	12050	12400	12350
Avg. % Increase 1958-60	3.8	5.0	5.7	4.9	5.4	4.1	5.0	5.8	7.7	6.7
Median ($) 1958	5850	6450	7000	7700	8350	9100	10000	10800	10750	10900
Avg. % Increase 1956-58	8.5	6.6	5.1	5.0	4.9	8.3	3.5	5.1	4.8	3.4
Median ($) 1956	5000	5700	6350	7000	7600	7800	9350	9800	9800	10200
Avg. % Increase 1953-56	7.7	8.0	8.6	8.7	10.7	8.6	8.8	8.8	5.1	6.4
Median ($) 1953	4050	4600	5050	5550	5750	6200	7400	7750	8500	8850
Total % Increase 1953-74	200	178	187	185	197	194	176	179	165	165

WEIGHTED NATIONAL AVERAGE
ALL ENGINEERS

Annual Salary By Years
Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22450	23850	25250	26700	28150	29600	34050	32450	33800
UPPER QUARTILE	20800	22000	23250	24450	25650	26850	28050	29200	30300
MEDIAN	19600	20500	21450	22400	23300	24250	25150	26050	26950
LOWER QUARTILE	18400	19150	19850	20600	21350	22050	22800	23500	24150
LOWER DECILE	17300	17900	18450	19050	19600	20150	20700	21250	21750
MEAN	19800	20800	21750	22750	23750	24700	25700	26600	27550
TOTAL NUMBER	13598	12688	11929	10231	10342	12149	11745	10830	10248
OVER $51000	0	0	0	0	1	0	4	9	16
UNDER $14000	44	28	16	21	24	29	13	34	20

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36450	40000	42950	45300	47050	48350	49200	49900	50300
UPPER QUARTILE	32400	35100	37250	38900	40100	40950	41500	41900	42150
MEDIAN	28600	30750	32450	33700	34550	35000	35200	35200	35100
LOWER QUARTILE	25450	27100	28400	29300	29850	30050	30050	29850	29300
LOWER DECILE	22700	23900	24850	25450	25800	25900	25850	25600	25050
MEAN	29250	31450	33200	34450	35300	35850	36100	36250	36300
TOTAL NUMBER	31313	27932	25509	24280	20341	16542	22536	19991	17854
OVER $51000	107	234	628	994	1123	1120	1746	1904	1822
UNDER $14000	106	79	39	33	5	10	10	8	17

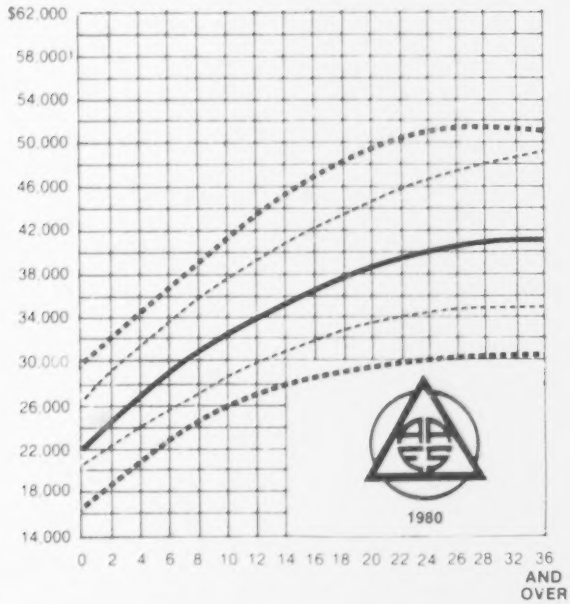
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

WEIGHTED NATIONAL AVERAGE

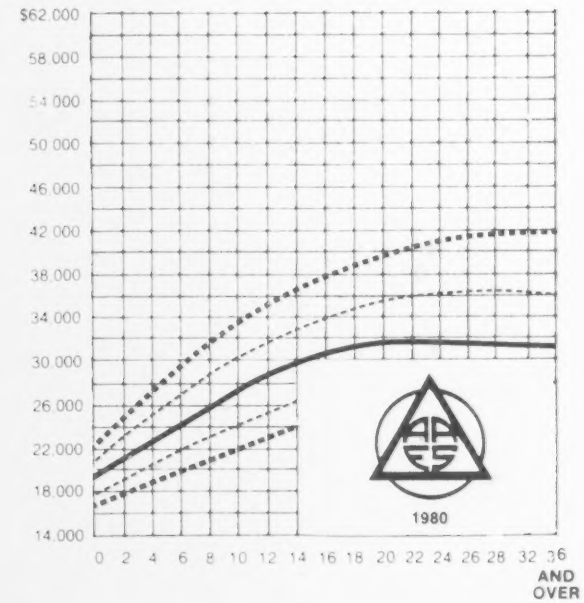
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29600	30800	32000	33200	34400	35600	36850	38050	39250
UPPER QUARTILE	26550	27550	28550	29550	30550	31550	32600	33600	34600
MEDIAN	22600	23600	24650	25700	26750	27750	28800	29750	30700
LOWER QUARTILE	20150	21100	22000	22950	23850	24750	25650	26500	27300
LOWER DECILE	16550	17750	18900	20050	21100	22100	23050	23950	24750
MEAN	23700	24650	25650	26600	27600	28550	29500	30450	31350
TOTAL NUMBER	141	247	381	495	686	1204	1501	1703	1791
OVER $51000	0	0	0	0	0	0	0	4	16
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41550	44700	47400	49450	50850	51650	51850	51500	50300
UPPER QUARTILE	36500	39250	41750	43850	45550	46850	47800	48600	49200
MEDIAN	32500	34850	36800	38250	39350	40100	40600	41000	41250
LOWER QUARTILE	28850	30800	32300	33450	34200	34700	35000	35200	35250
LOWER DECILE	26150	27750	28850	29550	30000	30300	30450	30500	30550
MEAN	33100	35400	37350	38850	39900	40600	41050	41250	41300
TOTAL NUMBER	7823	8819	9490	9921	8224	7096	9823	9139	7424
OVER $51000	99	221	599	921	1052	1054	1610	1731	1647
UNDER $14000	0	0	0	5	0	0	5	6	2

NON-SUPERVISORS

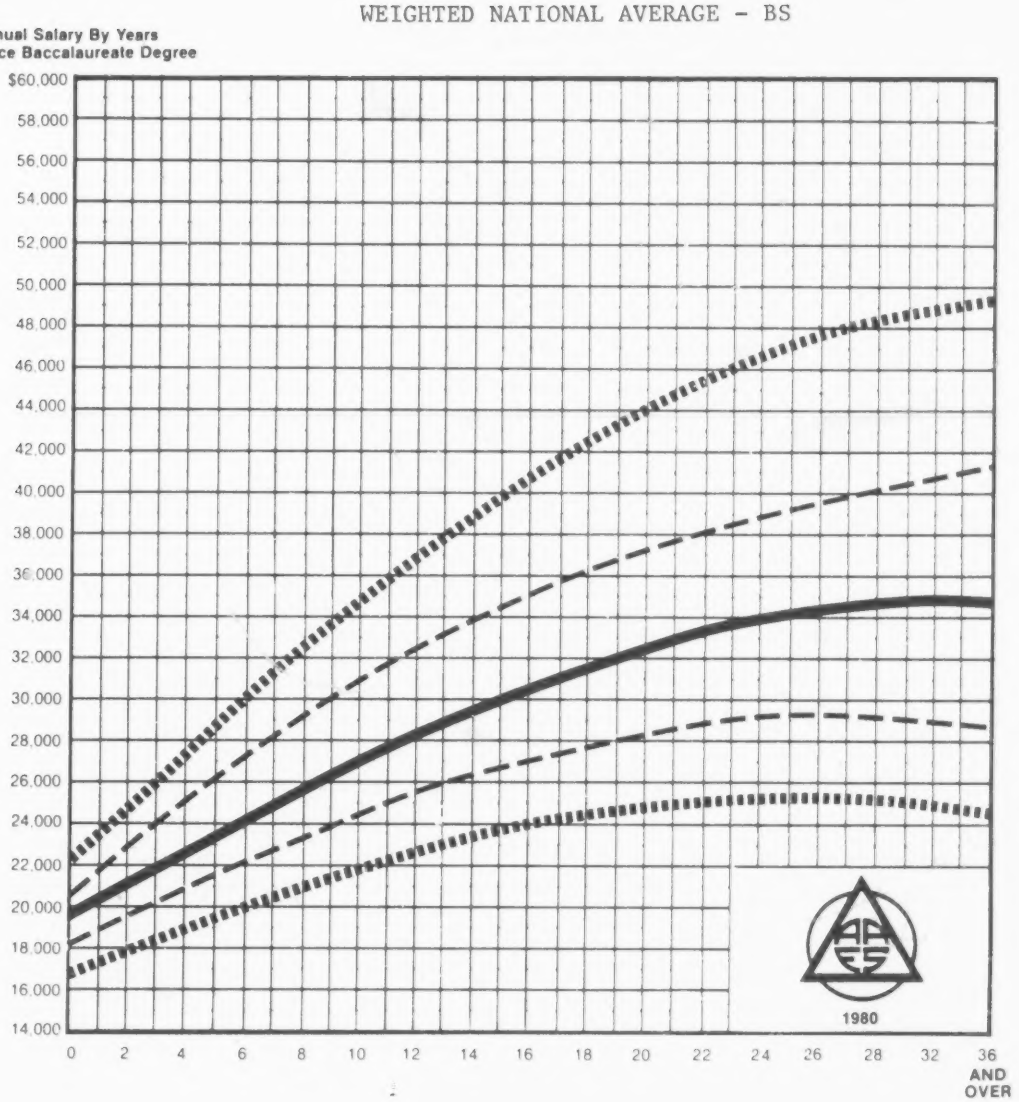
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22250	23650	25050	26400	27700	28950	30150	31250	32300
UPPER QUARTILE	20800	21950	23100	24200	25300	26350	27400	28350	29250
MEDIAN	19600	20500	21400	22250	23100	23950	24750	25550	26300
LOWER QUARTILE	18400	19150	19850	20550	21200	21900	22500	23150	23700
LOWER DECILE	17350	17900	18450	19000	19500	20000	20500	20950	21350
MEAN	19750	20700	21650	22550	23450	24300	25150	25950	26650
TOTAL NUMBER	13456	12440	11547	9736	9656	10945	10243	9126	8456
OVER $51000	0	0	0	0	1	0	4	4	0
UNDER $14000	44	28	16	20	24	29	13	34	20

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34200	36450	38100	39250	40050	40550	40850	41050	41100
UPPER QUARTILE	30900	32900	34300	35250	35800	36150	36350	36500	36550
MEDIAN	27650	29350	30550	31350	31800	31950	31950	31850	31650
LOWER QUARTILE	24750	26050	26950	27500	27750	27800	27700	27500	27100
LOWER DECILE	22150	23050	23700	24100	24300	24350	24300	24150	23900
MEAN	28000	29600	30700	31500	31950	32200	32350	32450	32450
TOTAL NUMBER	23490	19113	16019	14358	12116	9446	12713	10852	10430
OVER $51000	7	12	29	72	71	65	135	172	174
UNDER $14000	106	69	29	27	5	10	5	2	15

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ——————
Lower Quartile - - - - -
Lower Decile •••••••

WEIGHTED NATIONAL AVERAGE - BS



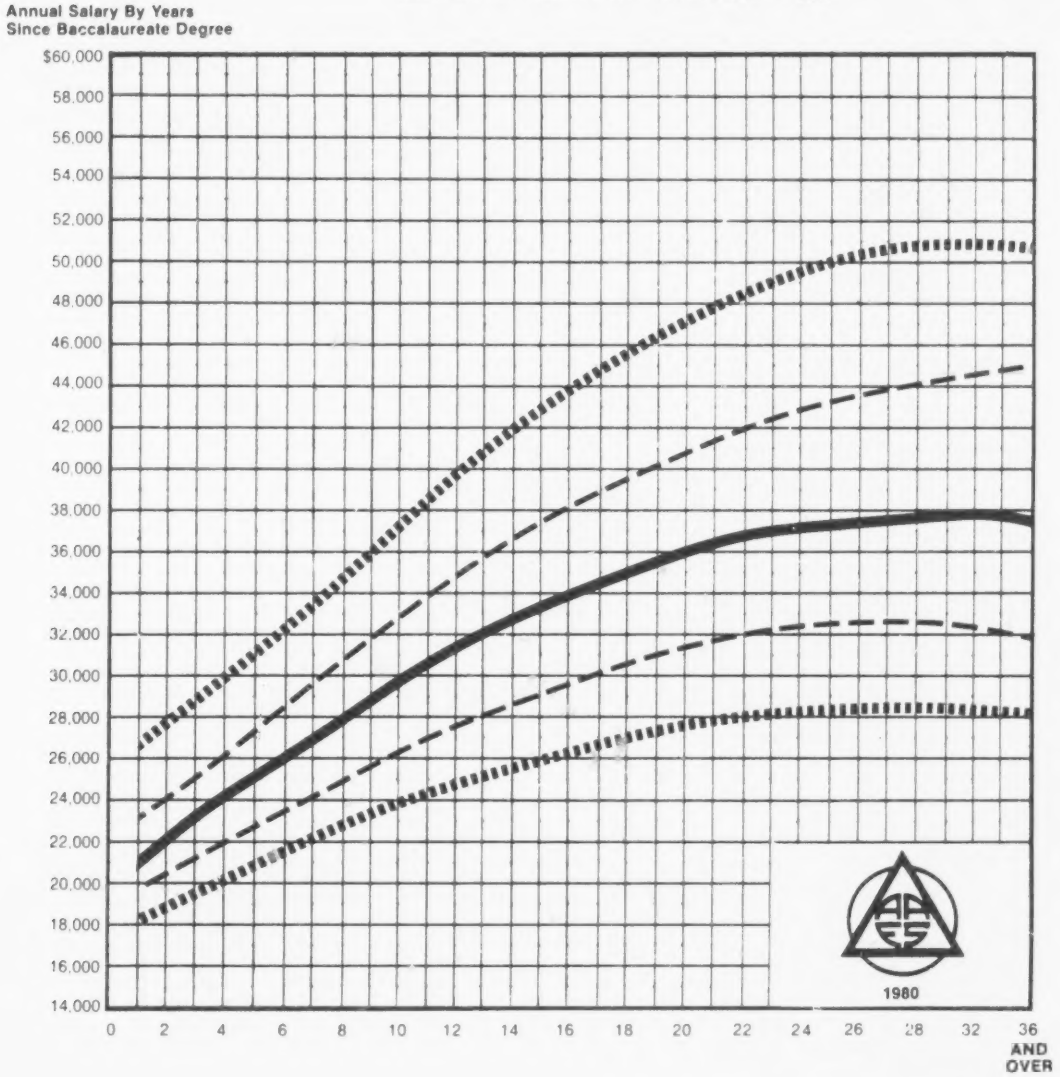
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22250	23550	24800	26100	27450	28750	30050	31350	32600
UPPER QUARTILE	20750	21850	23000	24100	25200	26300	27350	28400	29400
MEDIAN	19550	20400	21250	22100	22950	23800	24650	25450	26250
LOWER QUARTILE	18400	19050	19750	20400	21050	21700	22350	23000	23600
LOWER DECILE	17300	17850	18350	18850	19350	19850	20300	20800	21250
MEAN	19700	20600	21500	22400	23300	24150	25050	25900	26700
TOTAL NUMBER	13597	11313	9909	7739	7577	9028	8420	7533	6882
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	43	28	14	18	16	24	9	32	10

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35050	38400	41300	43700	45550	46950	47950	48800	49300
UPPER QUARTILE	31300	33850	35950	37550	38800	39700	40350	40850	41150
MEDIAN	27750	29750	31350	32550	33400	33950	34250	34450	34450
LOWER QUARTILE	24750	26300	27500	28400	29000	29300	29350	29200	28700
LOWER DECILE	22050	23150	24050	24700	25100	25300	25300	25150	24700
MEAN	28300	30350	32050	33350	34250	34900	35250	35500	35650
TOTAL NUMBER	20825	17366	16138	16310	14721	12285	17772	15932	14214
OVER $51000	36	97	280	482	648	731	1269	1278	1296
UNDER $14000	97	68	32	30	4	4	4	5	11

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

WEIGHTED NATIONAL AVERAGE - MS



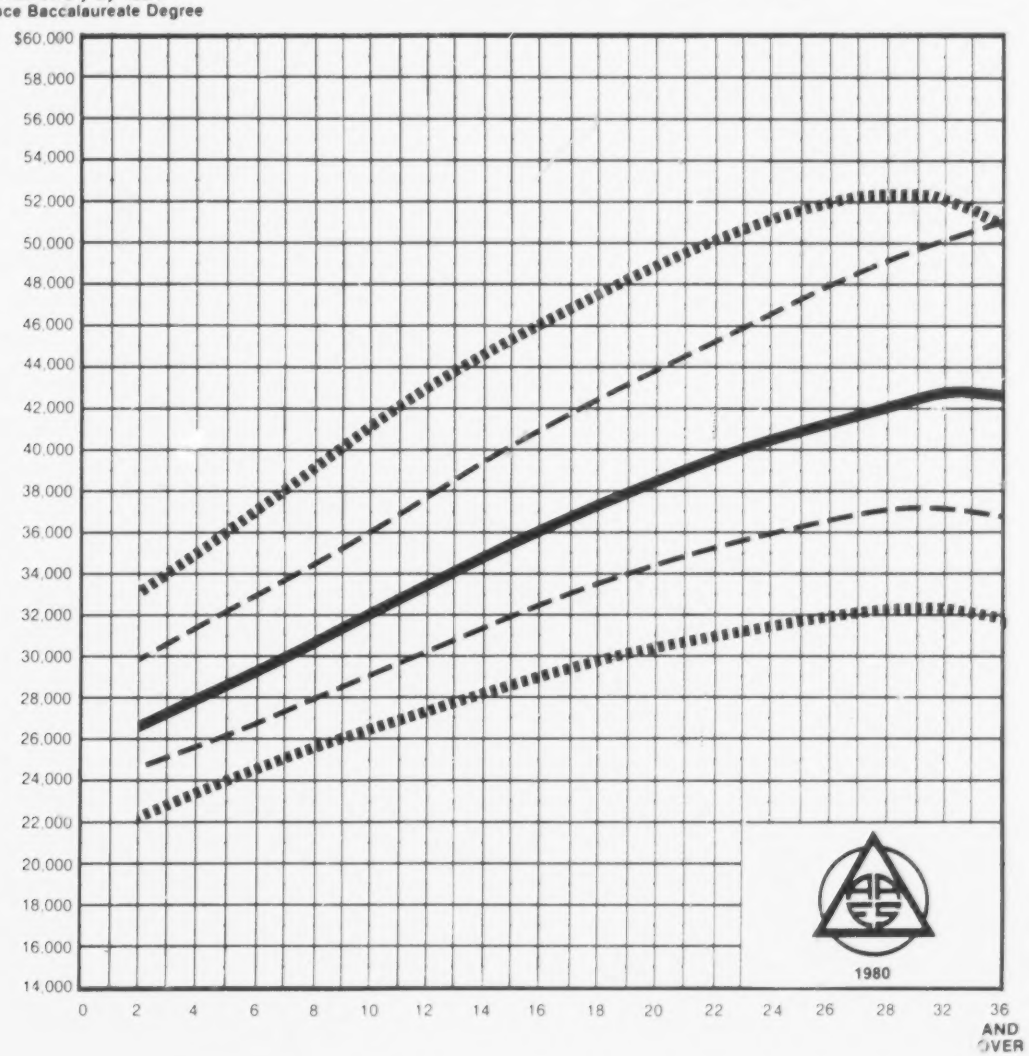
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	26400	27550	28750	30000	31250	32500	33800	35050
UPPER QUARTILE	0	23400	24550	25700	26850	28000	29150	30250	31400
MEDIAN	0	21600	22500	23450	24350	25300	26250	27150	28050
LOWER QUARTILE	0	20350	21050	21750	22450	23150	23850	24550	25250
LOWER DECILE	0	18600	19250	19900	20550	21200	21800	22400	23000
MEAN	0	22200	23150	24100	25000	25950	26900	27800	28700
TOTAL NUMBER	0	1373	1877	2341	2529	2735	2958	2757	2787
OVER $51000	0	0	0	0	1	0	0	9	10
UNDER $14000	0	0	1	0	0	0	0	1	9

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37550	41150	44350	46950	48900	50150	50850	51000	50450
UPPER QUARTILE	33550	36450	38950	40850	42300	43300	43900	44350	44600
MEDIAN	29750	32100	34100	35600	36650	37350	37650	37800	37600
LOWER QUARTILE	26550	28400	30000	31250	32100	32600	32800	32600	31850
LOWER DECILE	24100	25500	26650	27450	27950	28250	28350	28300	28100
MEAN	30450	32850	34800	36350	37400	38100	38450	38550	38450
TOTAL NUMBER	8493	8055	6883	5942	4322	3345	4020	3273	2800
OVER $51000	44	90	237	370	304	289	335	442	359
UNDER $14000	1	4	4	0	0	4	6	2	4

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

WEIGHTED NATIONAL AVERAGE - PHD



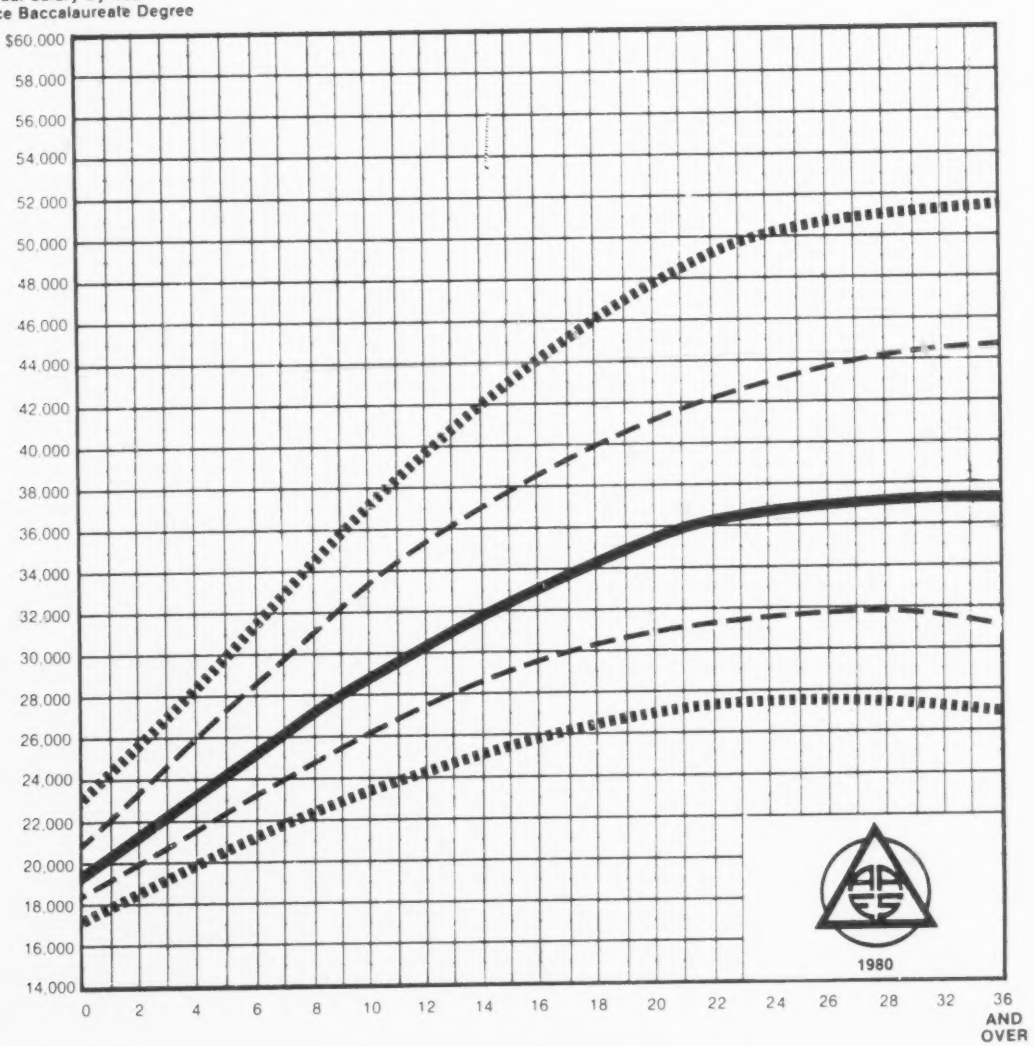
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	33800	34700	35600	36500	37450	38350	39300
UPPER QUARTILE	0	0	30100	30800	31550	32300	33100	33850	34650
MEDIAN	0	0	27200	27800	28450	29100	29750	30400	31050
LOWER QUARTILE	0	0	24650	25250	25800	26400	26950	27550	28100
LOWER DECILE	0	0	22850	23300	23750	24250	24700	25150	25600
MEAN	0	0	27900	28550	29150	29850	30500	31150	31800
TOTAL NUMBER	0	0	122	133	204	362	333	511	540
OVER $51000	0	0	0	0	0	0	4	0	4
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41150	43850	46350	48550	50300	51600	52350	52400	50400
UPPER QUARTILE	36250	38650	41100	43400	45600	47500	49100	50500	50750
MEDIAN	32400	34400	36350	38200	39800	41200	42250	43050	42550
LOWER QUARTILE	29300	31000	32600	34100	35350	36350	37000	37350	36250
LOWER DECILE	26500	27850	29100	30200	31100	31850	32350	32550	31800
MEAN	33150	35150	37050	38800	40350	41650	42550	43150	42350
TOTAL NUMBER	1910	2421	2418	1951	1242	871	698	726	764
OVER $51000	26	46	110	140	170	99	139	182	165
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

Annual Salary By Years
Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22950	24300	25650	27000	28450	29900	31350	32800	34250
UPPER QUARTILE	21250	22400	23600	24750	26000	27200	28400	29600	30800
MEDIAN	19800	20800	21750	22750	23750	24750	25700	26650	27600
LOWER QUARTILE	18750	19500	20250	21050	21800	22600	23350	24100	24800
LOWER DECILE	17750	18350	18950	19550	20150	20750	21300	21850	22400
MEAN	20150	21100	22100	23100	24150	25150	26150	27150	28100
TOTAL NUMBER	4855	4675	4412	3650	3584	4341	4314	4034	3743
OVER $51000	0	0	0	0	1	0	1	2	5
UNDER $14000	10	9	4	6	2	7	2	8	4

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37100	41100	44500	47150	49000	50200	50850	51150	51100
UPPER QUARTILE	33050	36150	38750	40750	42200	43200	43800	44200	44450
MEDIAN	29400	31800	33750	35150	36150	36700	37000	37100	37000
LOWER QUARTILE	26200	28000	29500	30550	31250	31550	31650	31500	31050
LOWER DECILE	23450	24850	25900	26700	27200	27400	27400	27100	26450
MEAN	29950	32450	34450	35950	36950	37600	37900	38000	37950
TOTAL NUMBER	11478	10065	9342	8711	7645	6262	8835	7939	6765
OVER $51000	46	120	302	506	569	565	956	1016	916
UNDER $14000	19	15	8	6	1	2	6	7	4

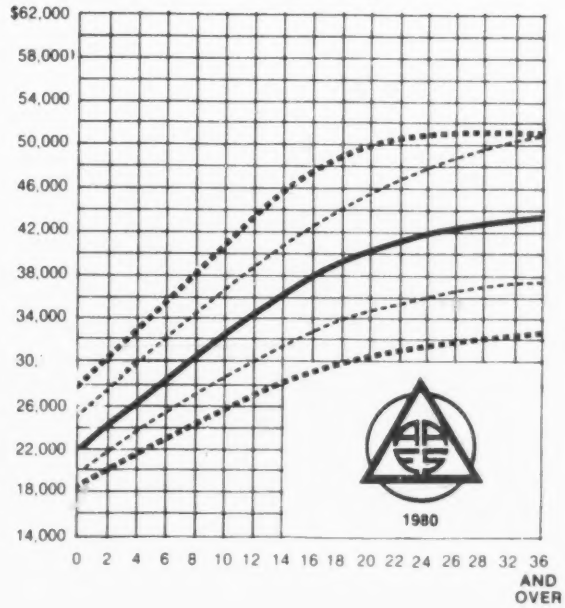
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ALL INDUSTRY

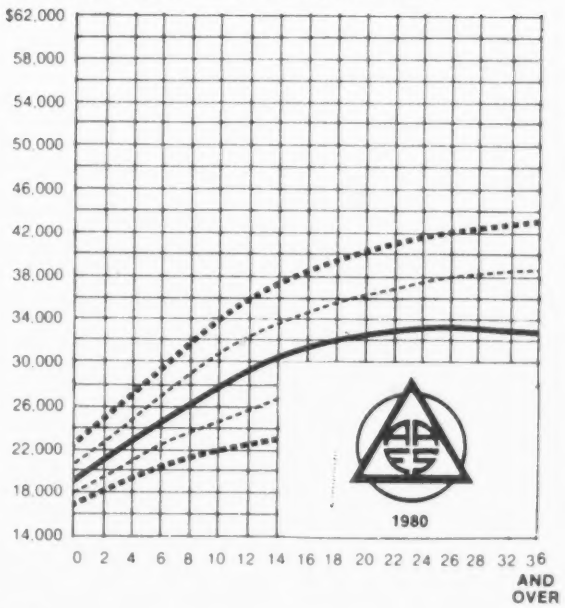
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27250	28650	30100	31550	33000	34500	36000	37450	38900
UPPER QUARTILE	25000	26150	27300	28450	29650	30850	32050	33300	34500
MEDIAN	22200	23300	24400	25500	26600	27750	28850	29950	31000
LOWER QUARTILE	20150	21100	22100	23050	24000	24950	25900	26850	27750
LOWER DECILE	18300	19200	20100	21000	21850	22750	23600	24400	25200
MEAN	22950	24000	25100	26200	27300	28350	29450	30550	31600
TOTAL NUMBER	46	96	175	184	276	517	632	722	734
OVER $51000	0	0	0	0	0	0	0	1	5
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41650	45350	48300	50300	51500	51950	51850	51300	50200
UPPER QUARTILE	36900	40350	43400	45950	47950	49350	50250	50800	50900
MEDIAN	33100	35900	38250	40050	41350	42250	42750	43050	43100
LOWER QUARTILE	29450	31700	33550	34900	35850	36500	36850	37050	37150
LOWER DECILE	26650	28500	29950	30950	31600	32000	32250	32350	32400
MEAN	33650	36350	38650	40400	41650	42400	42800	43000	42900
TOTAL NUMBER	3211	3415	3558	3713	3190	2662	3897	3633	2881
OVER $51000	42	112	285	473	533	525	862	905	807
UNDER $14000	0	2	2	1	0	0	5	6	1

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22900	24150	25450	26700	27950	29200	30350	31500	32600
UPPER QUARTILE	21200	22350	23450	24550	25650	26700	27750	28750	29750
MEDIAN	19900	20800	21700	22600	23450	24350	25200	26050	26850
LOWER QUARTILE	18750	19500	20200	20950	21650	22350	23000	23650	24300
LOWER DECILE	17750	18350	18900	19450	20000	20500	21050	21500	22000
MEAN	20150	21050	22000	22900	23800	24700	25550	26400	27200
TOTAL NUMBER	4809	4578	4236	3465	3307	3823	3682	3312	3009
OVER $51000	0	0	0	0	1	0	1	1	0
UNDER $14000	10	9	4	5	2	7	2	8	4

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34600	37200	39250	40750	41850	42650	43150	43500	43700
UPPER QUARTILE	31500	33750	35450	36650	37450	37950	38200	38400	38500
MEDIAN	28350	30250	31650	32650	33250	33550	33600	33500	33300
LOWER QUARTILE	25450	26900	27950	28700	29050	29200	29150	28950	28500
LOWER DECILE	22850	23950	24750	25250	25550	25650	25650	25450	25100
MEAN	28650	30450	31850	32800	33450	33800	34000	34100	34100
TOTAL NUMBER	8266	6649	5784	4998	4455	3599	4937	4306	3883
OVER $51000	4	8	17	33	36	40	94	110	109
UNDER $14000	19	13	6	5	1	2	1	1	3

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ——————
Lower Quartile - - - - -
Lower Decile •••••••

LARGE IND EMPL ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22850	24200	25550	27000	28450	29950	31500	33000	34550
UPPER QUARTILE	21300	22500	23700	24900	26150	27400	28650	29900	31150
MEDIAN	19900	20900	21900	22900	23950	25000	26000	27000	28000
LOWER QUARTILE	18850	19650	20450	21250	22050	22850	23650	24450	25200
LOWER DECILE	18050	18650	19300	19900	20550	21150	21750	22350	22900
MEAN	20200	21200	22250	23300	24300	25350	26400	27450	28450
TOTAL NUMBER	2763	2601	2392	1945	1770	2313	2331	2093	2035
OVER $51000	0	0	0	0	0	0	0	0	3
UNDER $14000	2	2	0	4	1	3	0	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37550	41800	45400	48100	49950	51000	51400	51300	50750
UPPER QUARTILE	33500	36800	39600	41750	43300	44350	44950	45350	45500
MEDIAN	29900	32400	34500	36000	37050	37650	37950	38050	37950
LOWER QUARTILE	26700	28650	30250	31400	32150	32550	32600	32450	32000
LOWER DECILE	24000	25450	26600	27400	27900	28100	28100	27800	27100
MEAN	30450	33050	35250	36850	37950	38550	38800	38850	38550
TOTAL NUMBER	6428	5774	5334	4873	4493	3892	5337	4832	3901
OVER $51000	37	89	208	350	388	407	661	690	600
UNDER $14000	16	8	2	3	1	1	5	6	3

LARGE IND EMPL SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24950	26600	28350	30100	31900	33700	35500	37250	38950
UPPER QUARTILE	23550	24850	26200	27550	28950	30400	31800	33250	34700
MEDIAN	21750	22900	24100	25300	26500	27750	28950	30150	31350
LOWER QUARTILE	19550	20600	21650	22750	23800	24900	25950	27000	28050
LOWER DECILE	18450	19300	20150	21050	21950	22800	23700	24550	25350
MEAN	21950	23150	24400	25600	26900	28150	29400	30650	31850
TOTAL NUMBER	23	50	109	106	138	311	356	392	398
OVER $51000	0	0	0	0	0	0	0	0	3
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	42200	46300	49250	51000	51800	51900	51600	51000	50200
UPPER QUARTILE	37500	41450	44800	47450	49300	50450	51000	51200	50950
MEDIAN	33700	36850	39500	41500	42900	43750	44200	44400	44350
LOWER QUARTILE	30000	32600	34700	36250	37300	37950	38300	38500	38550
LOWER DECILE	26950	29100	30800	32050	32850	33350	33550	33500	33300
MEAN	34200	37300	39800	41600	42850	43550	43900	44000	43900
TOTAL NUMBER	1857	2020	2009	2068	1873	1637	2286	2094	1609
OVER $51000	34	83	197	334	371	378	597	618	521
UNDER $14000	0	0	0	0	0	0	5	6	1

LARGE IND EMPL NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22850	24100	25400	26700	27950	29200	30400	31600	32700
UPPER QUARTILE	21300	22450	23550	24700	25800	26900	27950	29000	30000
MEDIAN	19950	20900	21850	22750	23700	24600	25500	26400	27250
LOWER QUARTILE	18850	19650	20400	21150	21900	22650	23350	24050	24750
LOWER DECILE	18150	18700	19250	19850	20400	20900	21450	21950	22450
MEAN	20250	21200	22150	23100	24000	24950	25800	26700	27500
TOTAL NUMBER	2740	2551	2283	1839	1632	2002	1975	1701	1637
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	2	2	0	3	1	3	0	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34800	37550	39700	41400	42600	43450	44000	44450	44700
UPPER QUARTILE	31850	34150	36000	37300	38200	38750	39100	39300	39450
MEDIAN	28800	30800	32300	33350	34050	34400	34500	34500	34400
LOWER QUARTILE	25950	27500	28650	29450	29900	30050	30050	29900	29600
LOWER DECILE	23350	24500	25350	25950	26300	26450	26400	26150	25700
MEAN	29050	30950	32450	33500	34200	34600	34850	35000	35000
TOTAL NUMBER	4571	3754	3325	2805	2620	2255	3051	2738	2292
OVER $51000	3	6	11	16	17	29	64	72	79
UNDER $14000	16	8	2	3	1	1	0	0	2

MEDIUM INDUST EMP ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23200	24550	25900	27300	28650	30050	31400	32750	34050
UPPER QUARTILE	21150	22350	23600	24800	26000	27150	28300	29450	30550
MEDIAN	19900	20800	21750	22700	23600	24550	25450	26350	27250
LOWER QUARTILE	18750	19450	20200	20950	21700	22400	23100	23800	24500
LOWER DECILE	17600	18150	18750	19350	19950	20500	21050	21600	22150
MEAN	20150	21150	22100	23100	24100	25050	26000	26950	27850
TOTAL NUMBER	1617	1588	1516	1299	1372	1518	1529	1480	1337
OVER $51000	0	0	0	0	1	0	1	2	2
UNDER $14000	7	5	1	2	1	4	2	6	3

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36600	40000	42950	45300	47150	48500	49450	50200	50600
UPPER QUARTILE	32600	35300	37500	39200	40450	41350	41950	42400	42600
MEDIAN	28900	31100	32900	34200	35050	35600	35850	35950	35900
LOWER QUARTILE	25800	27500	28850	29850	30450	30750	30850	30700	30250
LOWER DECILE	23150	24450	25450	26200	26650	26850	26850	26700	26250
MEAN	29550	31750	33550	34850	35750	36350	36700	36900	37000
TOTAL NUMBER	3947	3358	3197	3055	2584	1893	2811	2547	2188
OVER $51000	9	19	71	115	158	119	219	249	228
UNDER $14000	3	6	6	3	0	1	1	1	1

MEDIUM INDUST EMP SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29350	30450	31600	32750	33900	35100	36250	37450	38600
UPPER QUARTILE	25800	26800	27850	28850	29900	30950	32000	33000	34050
MEDIAN	23250	24150	25000	25900	26800	27700	28600	29500	30350
LOWER QUARTILE	21400	22150	22850	23600	24350	25100	25850	26550	27300
LOWER DECILE	20500	21100	21700	22300	22900	23500	24050	24650	25200
MEAN	24200	25050	25900	26800	27700	28550	29450	30300	31200
TOTAL NUMBER	10	31	49	58	107	156	198	240	270
OVER $51000	0	0	0	0	0	0	0	1	2
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40850	44050	46800	49050	50600	51550	51900	51650	50250
UPPER QUARTILE	36050	38850	41350	43500	45200	46550	47500	48?50	48950
MEDIAN	32050	34350	36400	38050	39300	40200	40800	41200	41300
LOWER QUARTILE	28650	30600	32250	33600	34600	35300	35700	35800	35550
LOWER DECILE	26300	27800	29050	30100	30850	31300	31550	31550	31150
MEAN	32850	35150	37100	38750	40000	40850	41350	41650	41550
TOTAL NUMBER	1019	1029	1183	1229	1065	787	1248	1225	927
OVER $51000	8	17	65	99	139	110	190	216	201
UNDER $14000	0	2	2	1	0	0	0	0	0

MEDIUM INDUST EMP NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23000	24350	25650	27000	28250	29450	30650	31750	32800
UPPER QUARTILE	21100	22300	23450	24600	25700	26750	27800	28800	29700
MEDIAN	19850	20750	21650	22550	23400	24250	25100	25900	26650
LOWER QUARTILE	18700	19450	20150	20850	21550	22200	22850	23450	24050
LOWER DECILE	17600	18150	18700	19250	19800	20300	20800	21300	21750
MEAN	20100	21050	22000	22900	23800	24650	25500	26300	27050
TOTAL NUMBER	1607	1557	1466	1241	1264	1362	1330	1239	1066
OVER $51000	0	0	0	0	1	0	1	1	0
UNDER $14000	7	5	1	2	1	4	2	6	3

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34700	37000	38800	40050	40900	41500	41800	42050	42100
UPPER QUARTILE	31350	33400	34850	35900	36550	36950	37200	37350	37450
MEDIAN	28050	29800	31050	31900	32350	32550	32550	32450	32250
LOWER QUARTILE	25150	26450	27450	28050	28400	28500	28450	28250	27950
LOWER DECILE	22550	23600	24350	24800	25100	25150	25150	25000	24700
MEAN	28450	30150	31350	32200	32700	33000	33100	33200	33200
TOTAL NUMBER	2928	2328	2014	1825	1519	1106	1562	1322	1261
OVER $51000	1	2	6	16	19	9	29	33	27
UNDER $14000	3	4	4	2	0	1	1	1	1

SMALL IND EMPLOYERS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22200	23500	24900	26300	27700	29100	30500	31900	33250
UPPER QUARTILE	20300	21500	22650	23850	25050	26250	27400	28550	29700
MEDIAN	18900	19850	20850	21800	22800	23750	24700	25600	26450
LOWER QUARTILE	17550	18350	19150	19900	20700	21450	22200	22900	23600
LOWER DECILE	16200	16850	17450	18100	18750	19350	19900	20500	21000
MEAN	19350	20300	21250	22200	23200	24150	25100	26050	26950
TOTAL NUMBER	402	385	403	358	379	405	359	351	303
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	2	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35900	39600	42800	45400	47450	49000	50050	50900	51400
UPPER QUARTILE	31800	34650	36900	38650	39950	40850	41450	41900	42200
MEDIAN	28100	30150	31750	32800	33450	33800	33950	33950	33850
LOWER QUARTILE	24900	26500	27650	28350	28700	28800	28700	28400	27950
LOWER DECILE	22000	23200	24100	24650	24950	25000	24950	24800	24450
MEAN	28650	30900	32650	33950	34800	35300	35550	35650	35550
TOTAL NUMBER	900	777	672	656	444	393	507	444	536
OVER $51000	0	9	20	38	22	33	50	54	71
UNDER $14000	0	1	0	0	0	0	0	0	0

SMALL IND EMPLOYERS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	31400	32400	33450	34500	35600	36650	37750	38800
UPPER QUARTILE	26400	27300	28250	29200	30200	31150	32100	33050	34050
MEDIAN	23850	24700	25550	26400	27200	28050	28850	29650	30450
LOWER QUARTILE	19450	20550	21650	22700	23700	24650	25600	26450	27300
LOWER DECILE	15500	16950	18350	19700	21000	22150	23200	24150	25000
MEAN	24000	24900	25800	26700	27600	28500	29350	30250	31100
TOTAL NUMBER	13	15	14	19	23	40	72	67	56
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

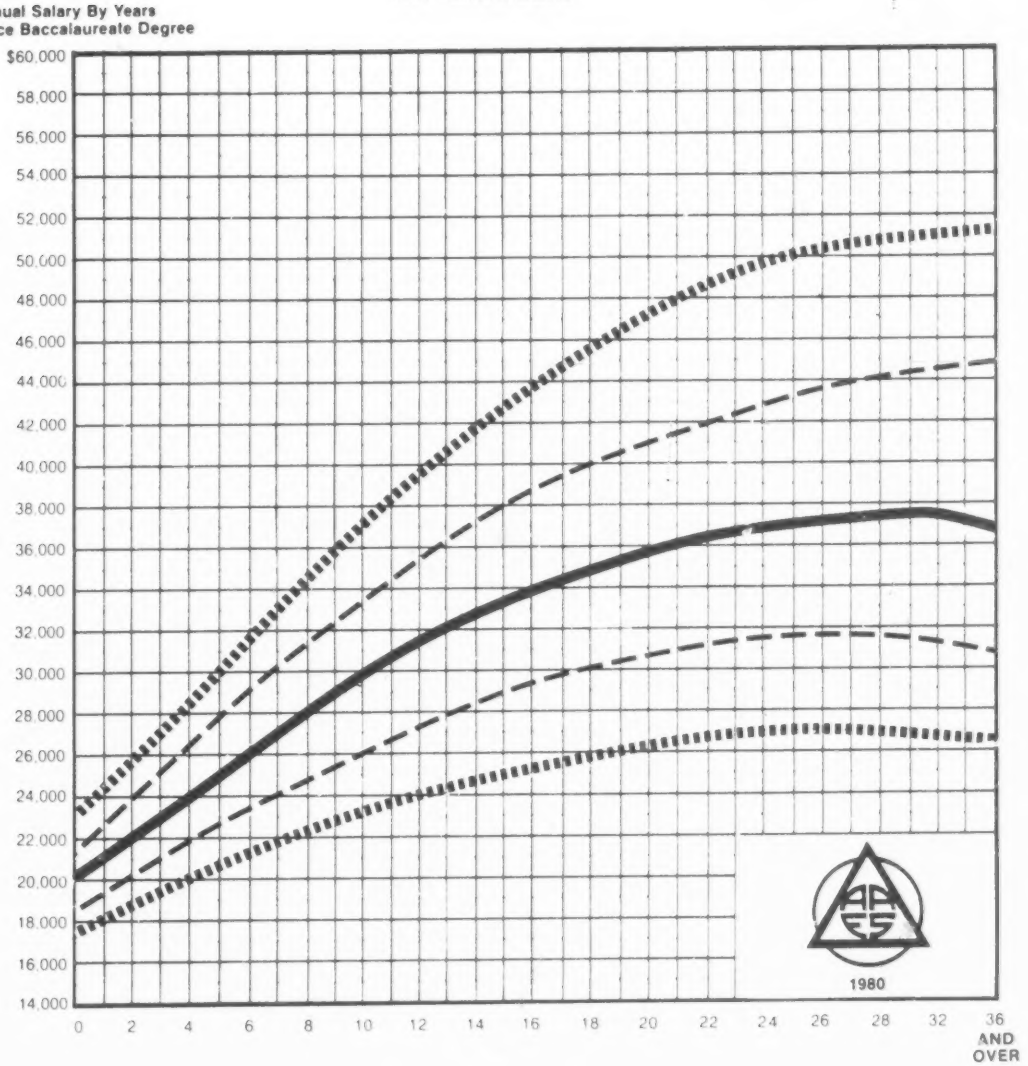
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40950	44000	46700	49000	50750	51850	52350	52150	50250
UPPER QUARTILE	35900	38650	41150	43350	45250	46800	48000	49100	50100
MEDIAN	31950	34000	35750	37200	38400	39250	39900	40500	40950
LOWER QUARTILE	28700	30450	31700	32550	33150	33500	33750	33900	34000
LOWER DECILE	26400	27800	28650	29150	29400	29550	29600	29650	29650
MEAN	32700	34850	36700	38150	39300	40050	40600	41000	41250
TOTAL NUMBER	262	305	299	334	197	196	268	244	257
OVER $51000	0	9	20	37	22	31	49	51	68
UNDER $14000	0	0	0	0	0	0	0	0	0

SMALL IND EMPLOYERS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21800	23100	24450	25750	27000	28200	29350	30400	31400
UPPER QUARTILE	20300	21400	22450	23550	24550	25600	26550	27500	28350
MEDIAN	19000	19900	20750	21650	22500	23300	24100	24800	25500
LOWER QUARTILE	17600	18350	19100	19850	20550	21200	21850	22450	23000
LOWER DECILE	16250	16850	17450	18050	18600	19100	19600	20050	20500
MEAN	19150	20100	21000	21900	22750	23600	24350	25100	25800
TOTAL NUMBER	389	370	389	339	356	364	286	284	247
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	2	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33150	35200	36600	37450	37950	38250	38400	38500	38550
UPPER QUARTILE	29900	31700	32850	33550	33850	33900	33800	33650	33450
MEDIAN	26750	28200	29150	29600	29750	29650	29450	29100	28700
LOWER QUARTILE	23950	25000	25700	26000	26150	26100	26000	25800	25600
LOWER DECILE	21250	22150	22650	22900	22950	22900	22700	22450	22150
MEAN	27050	28450	29400	29900	30150	30200	30150	30050	29900
TOTAL NUMBER	637	472	373	321	247	197	238	200	279
OVER $51000	0	0	0	1	0	2	1	3	3
UNDER $14000	0	1	0	0	0	0	0	0	0

ALL MANUFACTURING
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23300	24700	26150	27650	29150	30650	32150	33650	35100
UPPER QUARTILE	21800	22950	24150	25350	26550	27800	29000	30150	31350
MEDIAN	20250	21200	22150	23100	24100	25050	26000	26950	27850
LOWER QUARTILE	18950	19700	20400	21150	21850	22600	23300	24000	24700
LOWER DECILE	17800	18400	18950	19550	20100	20650	21200	21750	22300
MEAN	20500	21450	22450	23450	24450	25400	26400	27400	28350
TOTAL NUMBER	2997	2605	2390	1963	1870	2260	2132	1910	1800
OVER $51000	0	0	0	0	0	0	0	1	4
UNDER $14000	3	2	0	5	1	4	2	7	4

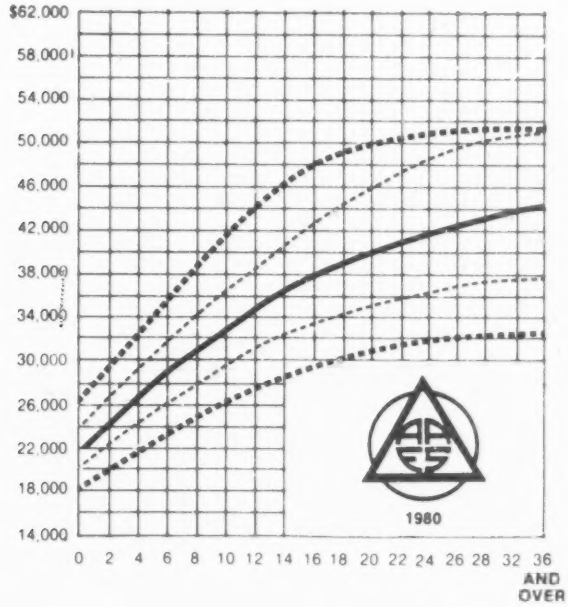
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37900	41650	44750	47100	48800	50000	50750	51300	51650
UPPER QUARTILE	33550	36550	39050	40950	42350	43300	43950	44400	44700
MEDIAN	29650	32000	33900	35350	36300	36850	37100	37150	36950
LOWER QUARTILE	26050	27900	29400	30550	31300	31700	31750	31550	30750
LOWER DECILE	23300	24600	25700	26500	27000	27250	27200	26950	26150
MEAN	30150	32600	34600	36100	37100	37650	37950	38000	37800
TOTAL NUMBER	5913	5672	5244	4931	4562	3946	5450	4671	3953
OVER $51000	37	83	178	280	341	384	623	603	532
UNDER $14000	19	14	7	5	1	2	6	6	4

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

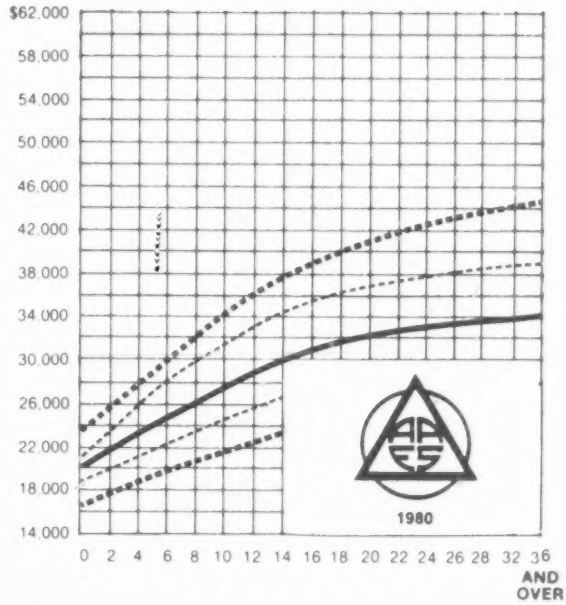
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26250	27850	29450	31100	32800	34450	36100	37750	39350
UPPER QUARTILE	24150	25500	26850	28200	29600	30950	32300	33650	34950
MEDIAN	22500	23600	24700	25850	27000	28100	29200	30300	31400
LOWER QUARTILE	20200	21250	22300	23350	24400	25400	26350	27300	28200
LOWER DECILE	18650	19550	20400	21300	22150	23000	23800	24600	25400
MEAN	22700	23850	25050	26200	27400	28550	29700	30850	31950
TOTAL NUMBER	25	63	112	119	164	321	366	365	362
OVER $51000	0	0	0	0	0	0	0	1	4
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	42300	46150	48950	50700	51550	51750	51550	51050	50300
UPPER QUARTILE	37450	40900	43850	46250	48100	49500	50400	51150	51500
MEDIAN	33400	36150	38450	40200	41550	42500	43150	43650	44000
LOWER QUARTILE	29850	32000	33750	35050	36050	36700	37150	37500	37700
LOWER DECILE	26800	28650	30050	31000	31650	32000	32200	32300	32250
MEAN	34000	36750	38950	40600	41750	42500	43000	43300	43500
TOTAL NUMBER	1666	1949	1948	2045	1817	1565	2196	1811	1457
OVER $51000	35	77	165	261	316	354	544	524	447
UNDER $14000	0	2	2	1	0	0	5	6	1

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23350	24650	25950	27200	28450	29700	30900	32050	33150
UPPER QUARTILE	21750	22850	24000	25050	26150	27200	28200	29200	30100
MEDIAN	20300	21150	22050	22900	23750	24600	25400	26200	26950
LOWER QUARTILE	19050	19650	20300	20950	21600	22250	22850	23500	24100
LOWER DECILE	17950	18450	18900	19400	19900	20350	20850	21300	21700
MEAN	20500	21400	22300	23200	24050	24900	25700	26500	27300
TOTAL NUMBER	2972	2542	2278	1844	1706	1939	1766	1545	1438
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	2	0	5	1	4	2	7	4

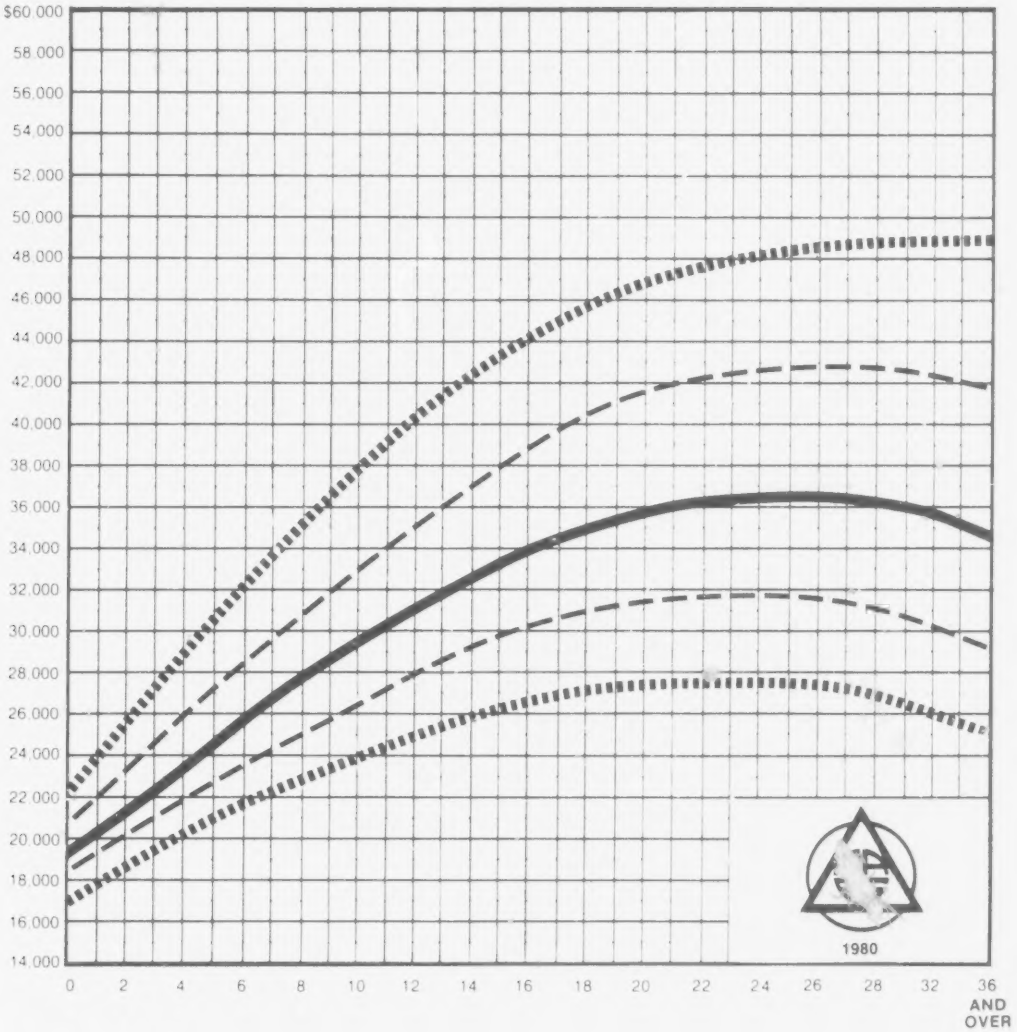
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35200	37900	40000	41650	42850	43650	44200	44650	44900
UPPER QUARTILE	31850	34050	35750	37000	37900	38500	38900	39250	39400
MEDIAN	28400	30300	31750	32800	33500	33900	34100	34150	34100
LOWER QUARTILE	25200	26700	27900	28750	29250	29500	29500	29200	28500
LOWER DECILE	22550	23600	24500	25100	25500	25700	25700	25500	24900
MEAN	28750	30550	32000	33050	33750	34200	34450	34650	34700
TOTAL NUMBER	4247	3723	3296	2886	2745	2381	3254	2860	2496
OVER $51000	2	6	13	19	25	30	79	79	85
UNDER $14000	19	12	5	4	1	2	1	0	3

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

AEROSPACE
ALL ENGINEERS

Annual Salary By Years
Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22300	23900	25550	27200	28850	30550	32150	33750	35300
UPPER QUARTILE	21000	22200	23450	24750	26050	27350	28650	29950	31200
MEDIAN	19500	20500	21550	22600	23650	24700	25750	26800	27800
LOWER QUARTILE	18300	19150	20000	20800	21650	22500	23350	24200	25000
LOWER DECILE	17350	18000	18700	19350	20000	20650	21300	21900	22500
MEAN	19800	20850	21900	23000	24100	25200	26250	27350	28400
TOTAL NUMBER	427	392	355	354	368	324	344	301	342
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	1	0	1	0	2	1

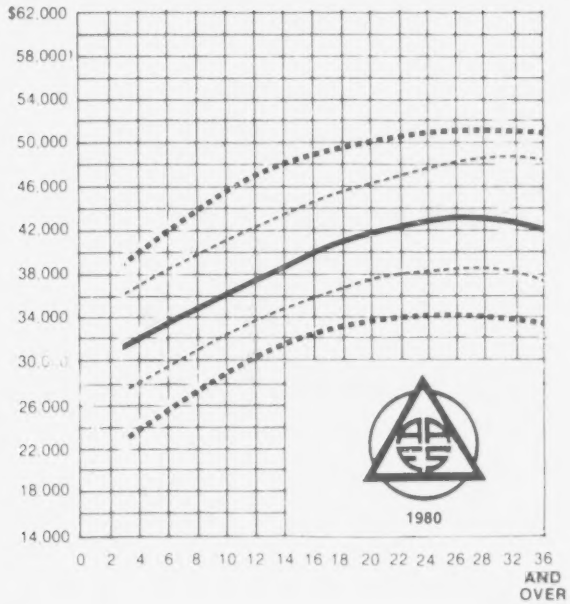
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38150	41750	44450	46250	47400	48050	48400	48600	48700
UPPER QUARTILE	33600	36800	39300	41000	42000	42350	42350	42050	41450
MEDIAN	29700	32250	34200	35500	36200	36400	36200	35700	34800
LOWER QUARTILE	26500	28500	30050	31000	31500	31500	31200	30500	29300
LOWER DECILE	23650	25050	26150	26800	27050	27050	26750	26150	25000
MEAN	30350	32900	34850	36100	36800	36950	36850	36400	35700
TOTAL NUMBER	1049	1092	1155	1361	1242	956	1354	829	722
OVER $51000	8	4	16	44	50	65	79	38	34
UNDER $14000	16	7	2	2	1	1	0	0	2

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

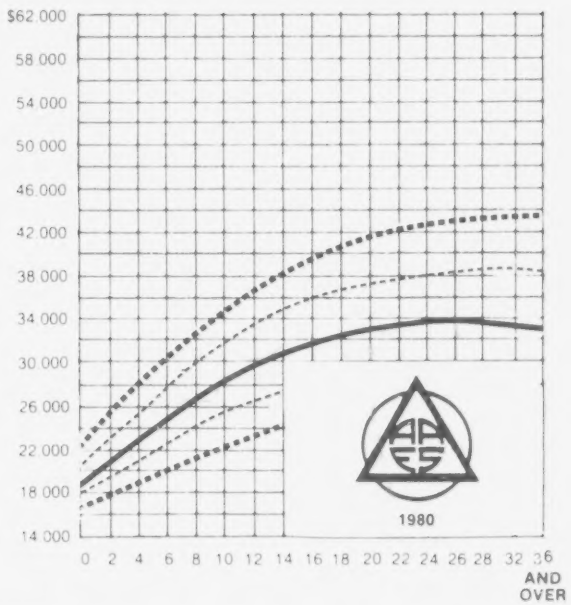
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	39650	40700	41700	42700	43600	44450
UPPER QUARTILE	0	0	0	36600	37300	38000	38700	39400	40100
MEDIAN	0	0	0	31350	32200	33000	33800	34600	35350
LOWER QUARTILE	0	0	0	27100	28000	28950	29850	30700	31550
LOWER DECILE	0	0	0	23050	24150	25200	26200	27200	28150
MEAN	0	0	0	31800	32650	33500	34350	35150	35900
TOTAL NUMBER	1	0	3	8	6	13	19	27	44
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	46050	48000	49400	50350	50950	51200	51250	51150	50850
UPPER QUARTILE	41450	43350	45100	46600	47850	48800	49350	49600	48650
MEDIAN	36850	38900	40650	42000	42950	43550	43750	43550	42550
LOWER QUARTILE	33100	35150	36750	37850	38500	38800	38800	38500	37850
LOWER DECILE	29800	31800	33100	33900	34250	34300	34250	34100	33900
MEAN	37400	39350	40950	42150	42950	43400	43550	43400	42750
TOTAL NUMBER	172	214	295	401	372	289	396	206	168
OVER $51000	8	4	15	42	47	60	65	30	26
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22400	23900	25350	26800	28250	29600	30950	32200	33400
UPPER QUARTILE	20950	22150	23400	24650	25900	27050	28200	29300	30350
MEDIAN	19500	20500	21500	22500	23500	24450	25450	26350	27250
LOWER QUARTILE	18350	19150	19950	20750	21550	22350	23150	23900	24600
LOWER DECILE	17500	18100	18700	19300	19900	20450	21000	21550	22050
MEAN	19800	20800	21800	22800	23800	24800	25750	26650	27550
TOTAL NUMBER	426	392	352	346	362	311	325	274	298
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	1	0	1	0	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35550	38200	40200	41650	42600	43200	43550	43800	43850
UPPER QUARTILE	32250	34550	36150	37250	37850	38200	38350	38450	38450
MEDIAN	28950	31000	32500	33450	33900	34000	33850	33500	33000
LOWER QUARTILE	25950	27650	28850	29600	29850	29800	29450	28900	27950
LOWER DECILE	23000	24200	25000	25500	25700	25700	25450	25050	24300
MEAN	29150	31200	32650	33600	34050	34200	34200	33950	33650
TOTAL NUMBER	877	878	860	960	870	667	958	623	554
OVER $51000	0	0	1	2	3	5	14	8	8
UNDER $14000	16	7	2	2	1	1	0	0	2

LEGEND

Upper Decile ******

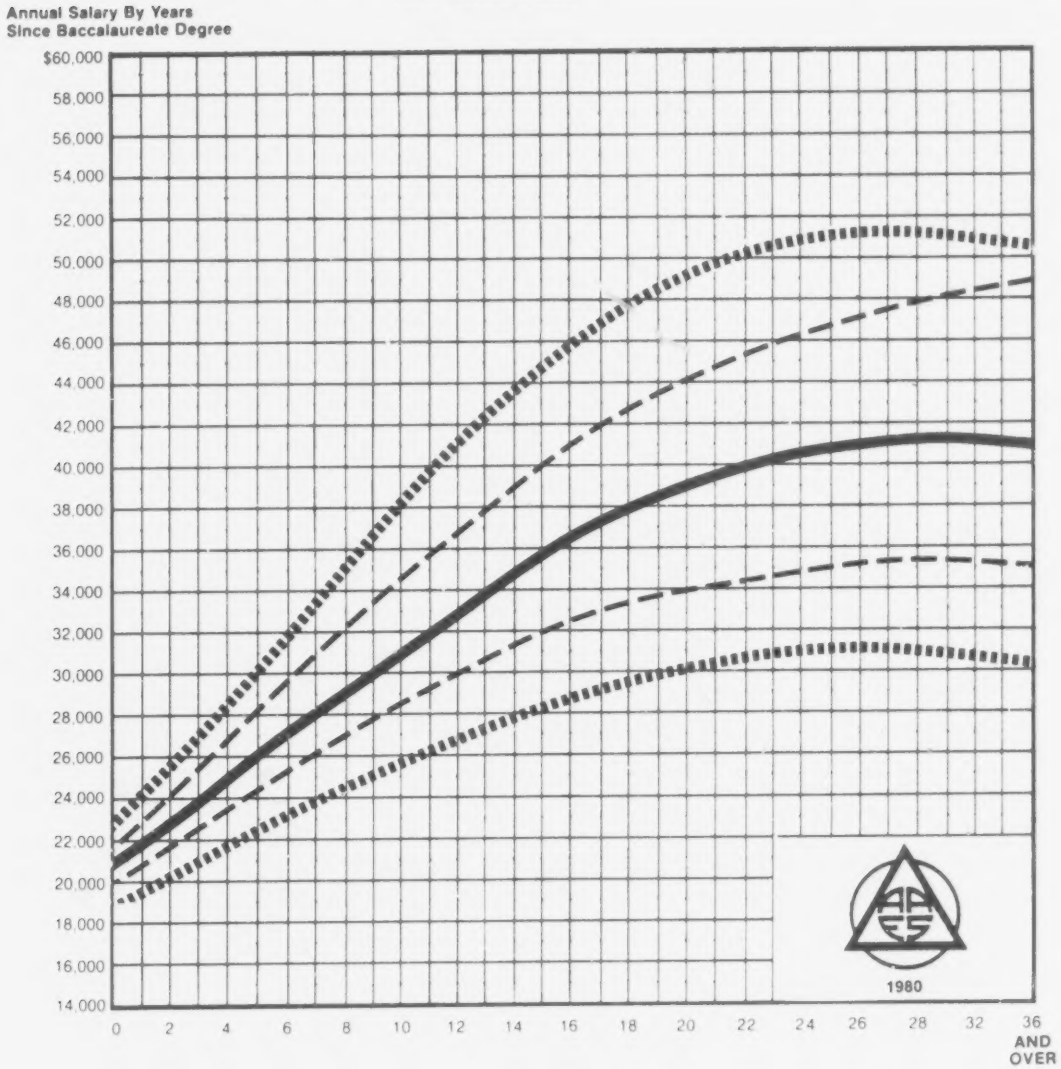
Upper Quartile - - - - -

Median ———

Lower Quartile - - - - -

Lower Decile *******

CHEMICALS
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22800	24150	25600	27100	28650	30200	31800	33450	35050
UPPER QUARTILE	21900	23100	24350	25600	26850	28100	29400	30700	31950
MEDIAN	21000	22000	23050	24100	25100	26150	27200	28250	29300
LOWER QUARTILE	20050	20900	21750	22600	23500	24350	25200	26050	26850
LOWER DECILE	19250	19900	20550	21250	21900	22550	23250	23900	24500
MEAN	21050	22050	23100	24200	25250	26350	27450	28500	29600
TOTAL NUMBER	618	499	466	400	298	523	519	408	277
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

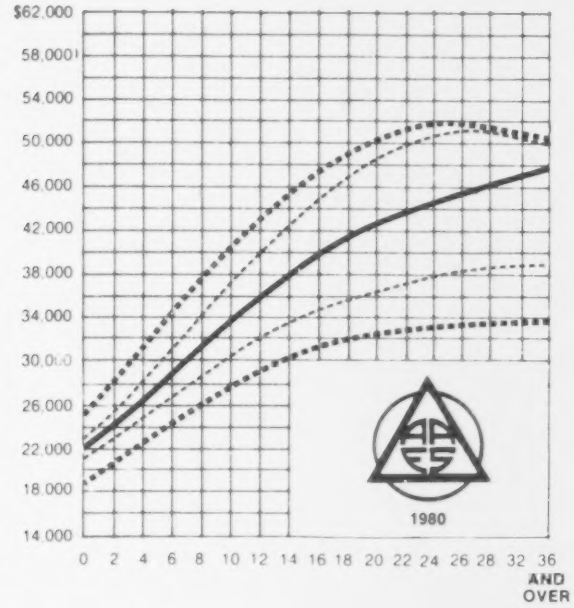
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38200	42600	46300	49000	50750	51550	51750	51400	50500
UPPER QUARTILE	34450	37900	40900	43400	45300	46650	47600	48350	48900
MEDIAN	31250	33950	36250	38000	39250	40100	40550	40750	40700
LOWER QUARTILE	28450	30550	32250	33550	34450	34950	35200	35200	35000
LOWER DECILE	25700	27350	28700	29750	30450	30850	31000	30850	30300
MEAN	31650	34450	36800	38600	39900	40700	41100	41250	41150
TOTAL NUMBER	1190	1216	1167	888	861	762	1464	1312	1167
OVER $51000	3	22	60	84	118	114	244	252	257
UNDER $14000	0	1	0	0	0	0	5	6	1

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

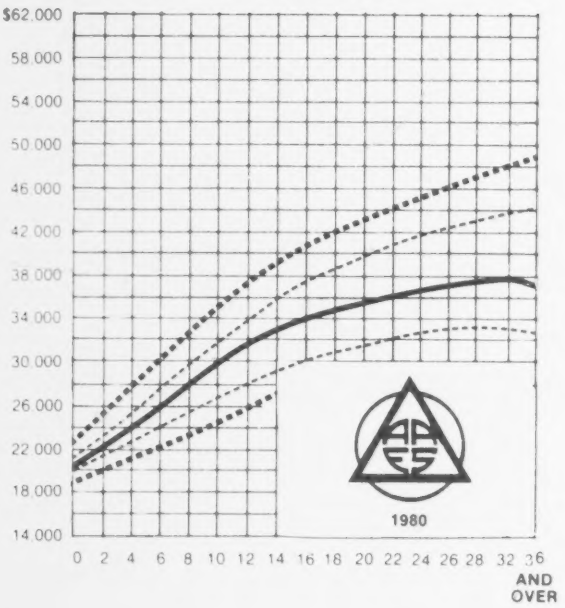
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25400	26800	28300	29800	31350	32950	34550	36100	37700
UPPER QUARTILE	23600	24850	26100	27400	28750	30150	31550	33000	34450
MEDIAN	22600	23700	24800	25950	27100	28250	29350	30500	31650
LOWER QUARTILE	21200	22200	23200	24250	25250	26250	27250	28200	29150
LOWER DECILE	19550	20600	21650	22700	23700	24700	25650	26550	27400
MEAN	22550	23700	24850	26050	27250	28450	29650	30900	32050
TOTAL NUMBER	16	24	53	44	56	146	161	125	86
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40750	44900	48200	50500	51800	52250	52100	51350	49950
UPPER QUARTILE	37350	41500	45200	48150	50250	51450	51900	51600	50300
MEDIAN	33900	37000	39800	42150	44000	45450	46500	47400	48100
LOWER QUARTILE	31000	33400	35350	36850	37900	38550	39000	39250	39350
LOWER DECILE	28950	30800	32100	32950	33400	33700	33800	33850	33850
MEAN	34400	37550	40200	42300	43750	44600	45100	45250	45100
TOTAL NUMBER	438	496	472	414	392	335	612	537	439
OVER $51000	2	21	60	82	113	108	214	216	201
UNDER $14000	0	0	0	0	0	0	5	6	1

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22700	23950	25250	26500	27800	29100	30350	31600	32850
UPPER QUARTILE	21850	22950	24050	25150	26250	27350	28450	29550	30600
MEDIAN	21050	21950	22850	23800	24700	25600	26550	27450	28300
LOWER QUARTILE	20200	20900	21600	22300	23050	23750	24450	25150	25850
LOWER DECILE	19350	19900	20450	21000	21550	22100	22650	23200	23700
MEAN	21050	21950	22900	23800	24750	25650	26600	27500	28350
TOTAL NUMBER	602	475	413	356	242	377	358	283	191
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

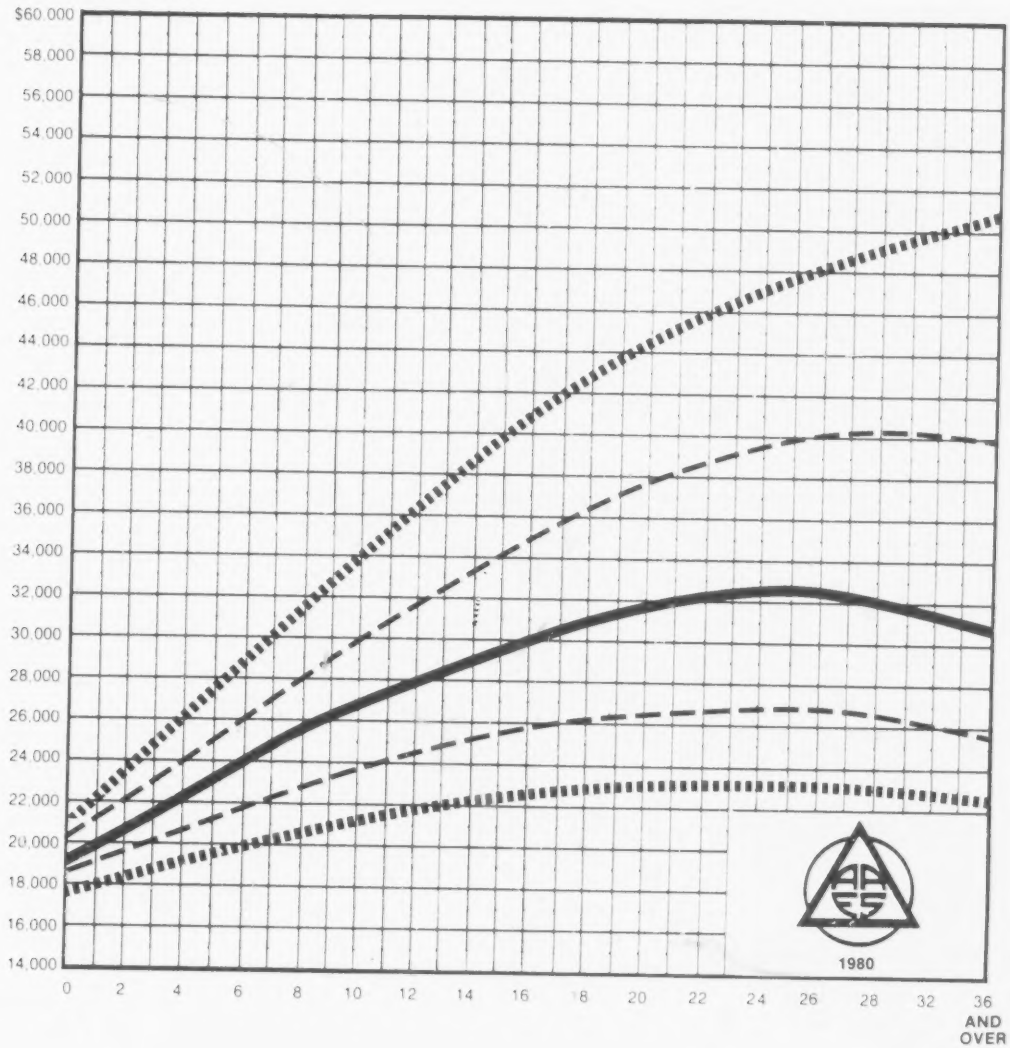
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35200	38450	41200	43450	45150	46450	47400	48200	48700
UPPER QUARTILE	32600	35350	37700	39600	41050	42100	42900	43550	44000
MEDIAN	30000	32300	34250	35750	36850	37500	37900	38050	37950
LOWER QUARTILE	27150	29000	30550	31800	32700	33250	33550	33550	33150
LOWER DECILE	24750	26150	27350	28350	29100	29550	29750	29700	29150
MEAN	30050	32350	34250	35750	36850	37650	38150	38500	38700
TOTAL NUMBER	752	720	695	474	469	427	852	775	728
OVER $51000	1	1	0	2	5	6	30	36	56
UNDER $14000	0	1	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ELECTRICAL EQUIPMENT
ALL ENGINEERS

Annual Salary By Years
Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21200	22450	23750	25050	26400	27700	29050	30400	31750
UPPER QUARTILE	20450	21350	22250	23200	24100	25050	26050	27000	28000
MEDIAN	19650	20400	21100	21850	22600	23300	24050	24750	25450
LOWER QUARTILE	18850	19400	19950	20500	21050	21550	22050	22550	23000
LOWER DECILE	17700	18050	18400	18700	19050	19350	19650	20000	20250
MEAN	19600	20350	21150	21900	22700	23450	24250	25000	25750
TOTAL NUMBER	68	35	44	41	32	29	42	42	47
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

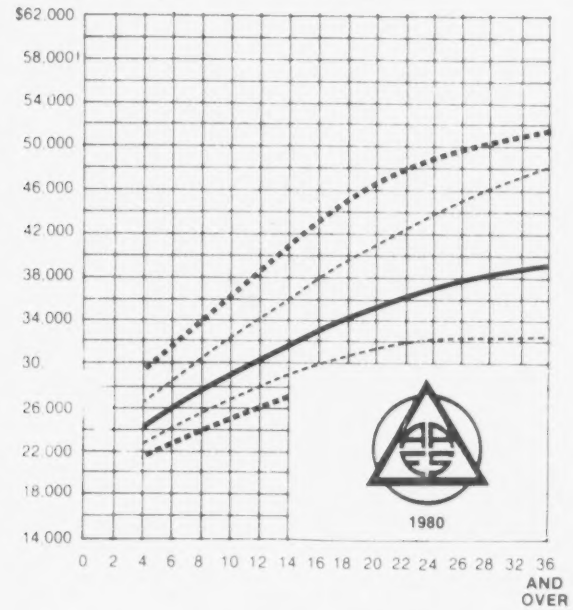
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34300	37950	41150	43800	45950	47600	48750	49750	50350
UPPER QUARTILE	29900	32650	35100	37150	38700	39700	40250	40350	39700
MEDIAN	26750	28550	30000	31050	31700	32050	32050	31750	30900
LOWER QUARTILE	23850	24900	25700	26250	26500	26550	26450	26100	25400
LOWER DECILE	20800	21550	22100	22550	22850	23000	23000	22850	22300
MEAN	27250	29200	30850	32150	33050	33550	33750	33700	33250
TOTAL NUMBER	110	83	84	88	69	52	78	72	81
OVER $51000	0	1	3	3	6	1	8	8	9
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

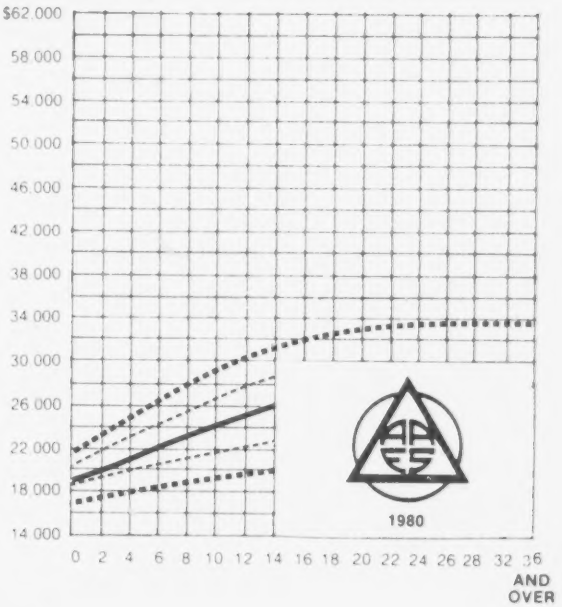
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	28950	30450	31900	33350	34750
UPPER QUARTILE	0	0	0	0	27350	28350	29350	30350	31350
MEDIAN	0	0	0	0	24950	25800	26600	27450	28250
LOWER QUARTILE	0	0	0	0	23350	24100	24800	25450	26100
LOWER DECILE	0	0	0	0	22350	22950	23500	24050	24600
MEAN	0	0	0	0	25350	26250	27200	28100	29050
TOTAL NUMBER	0	0	2	3	6	8	9	14	11
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37450	41050	44000	46300	48050	49250	50050	50700	51100
UPPER QUARTILE	33350	36250	38900	41250	43250	44850	46050	47200	48150
MEDIAN	29800	32000	33950	35600	36900	37850	38550	39050	39350
LOWER QUARTILE	27350	29000	30350	31350	32050	32500	32750	32850	32750
LOWER DECILE	25650	27000	28150	28950	29450	29600	29500	28950	27500
MEAN	30800	33200	35300	36950	38200	39050	39600	39900	40000
TOTAL NUMBER	49	39	48	47	33	21	43	40	39
OVER $51000	0	1	3	3	6	1	8	8	9
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

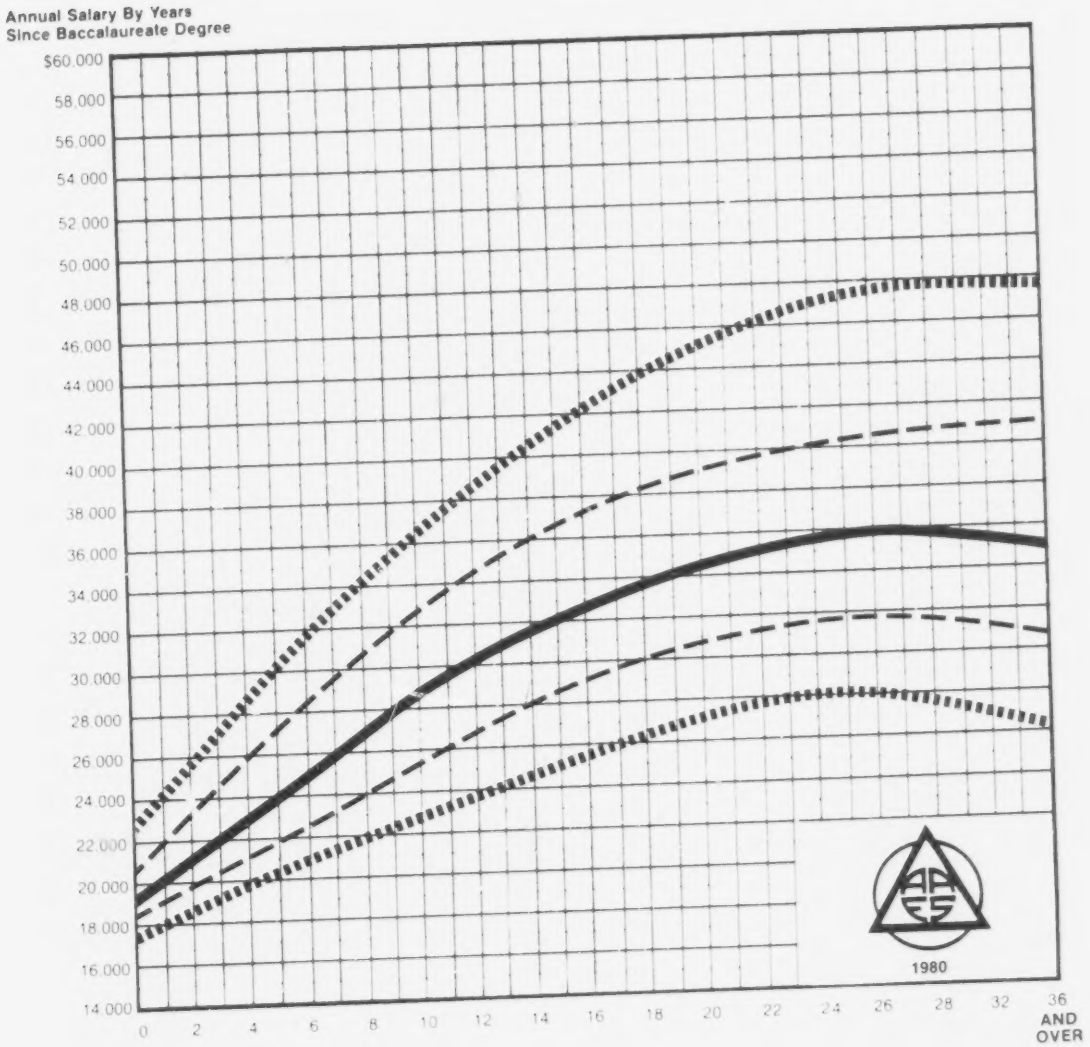
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21050	22200	23300	24350	25350	26250	27100	27900	28600
UPPER QUARTILE	20600	21300	22000	22700	23350	24050	24700	25350	25950
MEDIAN	19800	20450	21050	21650	22200	22700	23150	23600	24000
LOWER QUARTILE	19100	19400	19750	20050	20350	20650	20900	21200	21450
LOWER DECILE	17800	18000	18150	18300	18500	18650	18800	19000	19150
MEAN	19700	20300	20900	21500	22050	22550	23050	23550	24000
TOTAL NUMBER	68	35	42	38	26	21	33	28	36
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	29850	31250	32200	32850	33250	33500	33600	33700	33700
UPPER QUARTILE	27100	28600	29700	30450	30800	30900	30700	30200	29200
MEDIAN	24650	25350	25800	26100	26200	26250	26250	26250	26200
LOWER QUARTILE	21900	22500	23000	23350	23600	23700	23750	23700	23500
LOWER DECILE	19450	19850	20250	20600	20850	21100	21250	21400	21300
MEAN	24800	25750	26450	26900	27150	27200	27200	27150	27000
TOTAL NUMBER	61	44	36	41	36	31	35	32	42
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ——————
Lower Quartile - - - - -
Lower Decile •••••••

ELECTRONIC EQUIPMENT
ALL ENGINEERS

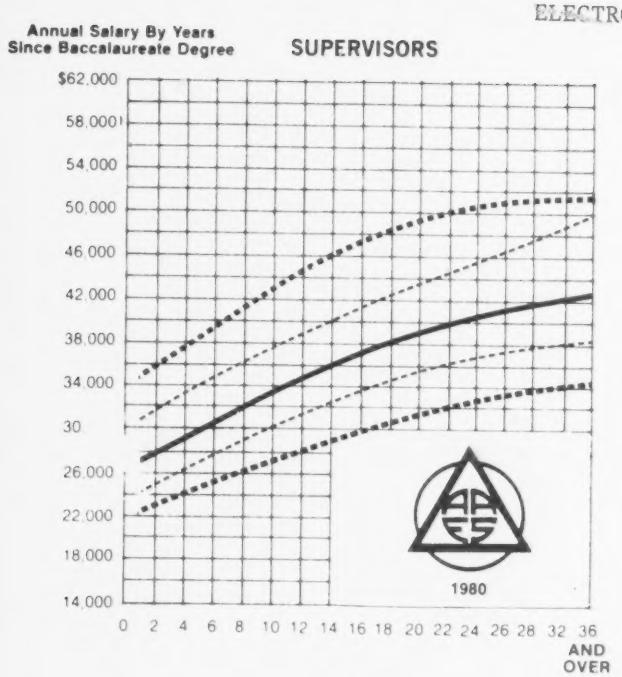


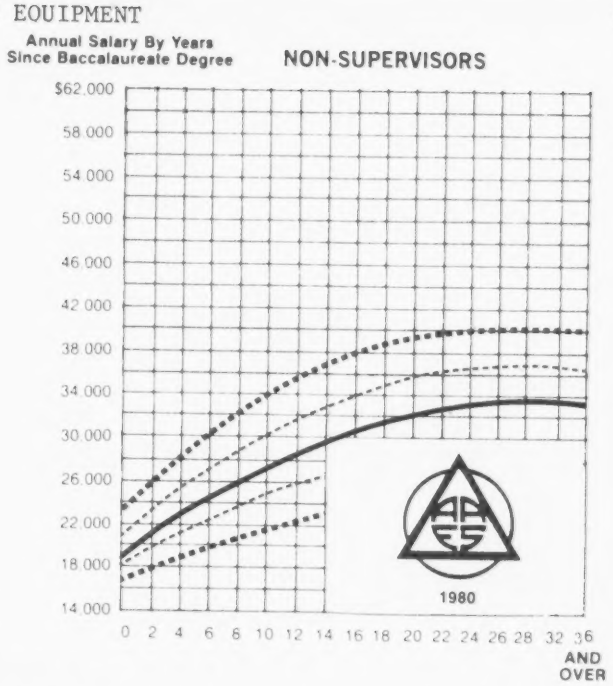
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22650	24200	25750	27250	28800	30250	31700	33100	34450
UPPER QUARTILE	20650	21950	23300	24600	25950	27200	28450	29600	30700
MEDIAN	19400	20400	21350	22350	23350	24300	25300	26250	27200
LOWER QUARTILE	18400	19100	19850	20600	21350	22100	22800	23550	24300
LOWER DECILE	17500	18050	18600	19150	19700	20250	20850	21400	21950
MEAN	19850	20900	21900	22900	23900	24950	25900	26850	27800
TOTAL NUMBER	865	912	816	715	613	712	661	658	760
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	1	0	1	0	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36950	40050	42500	44300	45550	46400	46950	47300	47450
UPPER QUARTILE	32750	35300	37250	38650	39600	40250	40650	40950	41100
MEDIAN	28950	31250	33050	34350	35150	35600	35750	35700	35450
LOWER QUARTILE	25700	27550	29150	30300	31100	31450	31500	31200	30350
LOWER DECILE	23000	24450	25700	26700	27350	27700	27700	27300	26050
MEAN	29550	31800	33550	34850	35650	36150	36400	36500	36500
TOTAL NUMBER	2529	2474	2172	2139	1754	1567	1657	1439	1018
OVER $51000	14	17	39	64	64	96	90	108	80
UNDER $14000	26	11	3	3	1	1	0	0	3

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	35000	35950	36950	37900	38900	39800	40750	41650
UPPER QUARTILE	0	31800	32550	33300	34050	34800	35500	36250	36950
MEDIAN	0	26800	27700	28650	29550	30450	31300	32100	32950
LOWER QUARTILE	0	24650	25400	26150	26900	27600	28300	29000	29650
LOWER DECILE	0	22600	23200	23850	24450	25050	25650	26250	26800
MEAN	0	28300	29100	29900	30700	31500	32250	33000	33700
TOTAL NUMBER	4	10	20	39	34	54	71	83	124
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	43350	45650	47600	49100	50200	50900	51250	51300	50900
UPPER QUARTILE	38350	40400	42250	43900	45400	46700	47800	48950	50050
MEDIAN	34450	36450	38100	39450	40550	41350	41900	42450	42800
LOWER QUARTILE	30900	32650	34150	35400	36450	37250	37850	38450	38900
LOWER DECILE	27900	29450	30750	31850	32700	33350	33800	34200	34400
MEAN	35050	36900	38500	39800	40900	41750	42400	43000	43450
TOTAL NUMBER	546	661	727	766	622	565	569	475	334
OVER $51000	14	14	35	60	58	90	87	94	73
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S	0	1	2	3	4	5	6	7	8
UPPER DECILE	22450	23900	25300	26700	28000	29250	30400	31450	32450
UPPER QUARTILE	20600	21850	23050	24250	25400	26500	27550	28550	29450
MEDIAN	19400	20350	21250	22150	23050	23950	24800	25650	26450
LOWER QUARTILE	18450	19100	19800	20450	21150	21850	22500	23150	23800
LOWER DECILE	17600	18050	18550	19050	19500	20000	20450	20950	21400
MEAN	19850	20750	21650	22550	23450	24300	25150	25950	26700
TOTAL NUMBER	860	901	795	675	579	657	590	574	636
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	1	0	1	0	3	1

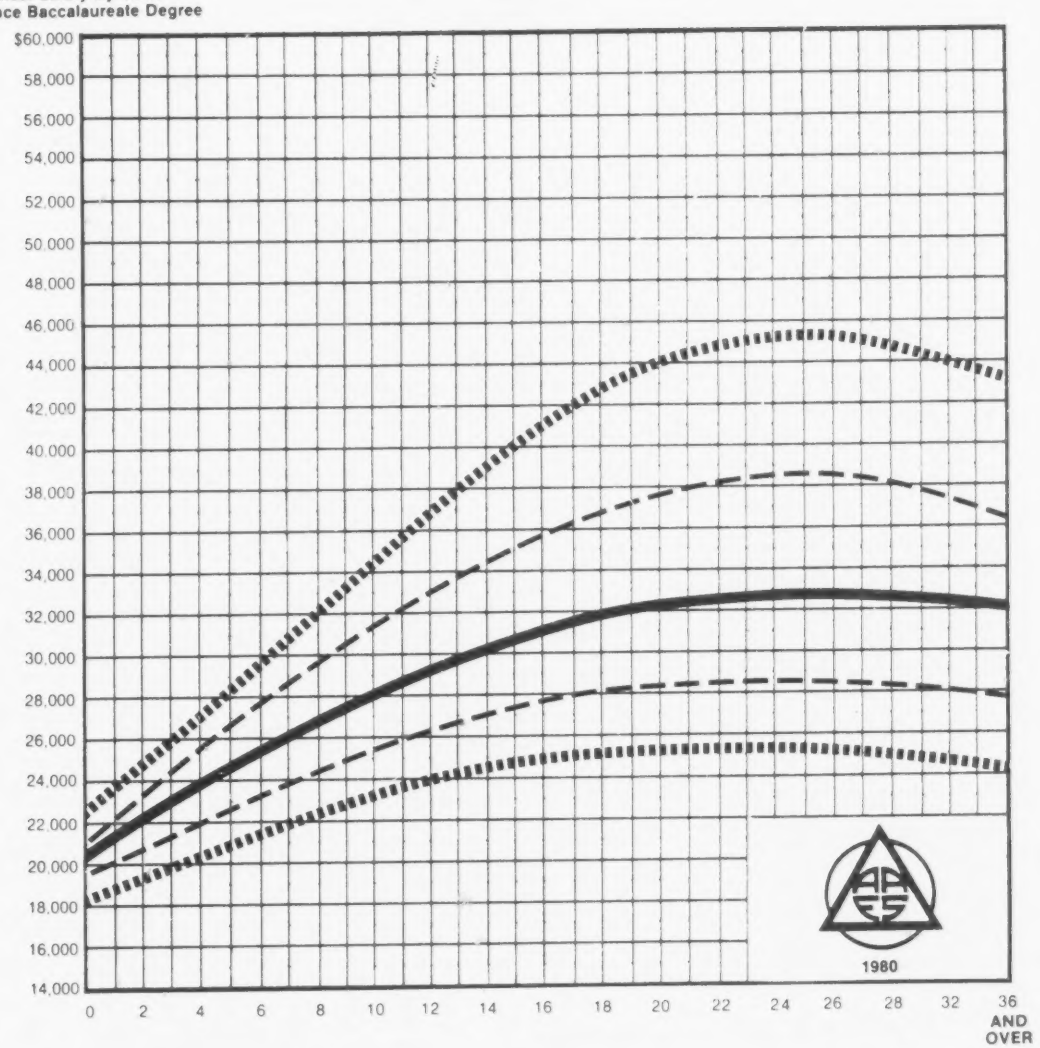
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34200	36150	37500	38450	39000	39350	39550	39700	39750
UPPER QUARTILE	31100	33000	34400	35350	35950	36350	36600	36750	36800
MEDIAN	27950	29850	31300	32300	32950	33300	33500	33550	33500
LOWER QUARTILE	25000	26600	27900	28850	29400	29600	29550	29200	28400
LOWER DECILE	22350	23600	24700	25600	26200	26550	26650	26400	25200
MEAN	28100	29850	31200	32100	32650	33000	33150	33250	33250
TOTAL NUMBER	1982	1813	1445	1372	1131	1002	1088	963	683
OVER $51000	0	3	4	4	6	5	3	14	6
UNDER $14000	26	11	3	3	1	1	0	0	3

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ——————
Lower Quartile - - - - -
Lower Decile •••••••

INSTRUMENTS
ALL ENGINEERS

Annual Salary By Years
Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22200	23300	24500	25650	26900	28150	29400	30650	31900
UPPER QUARTILE	21450	22450	23450	24500	25500	26550	27600	28600	29600
MEDIAN	20650	21500	22300	23150	23950	24750	25500	26250	27000
LOWER QUARTILE	19500	20250	20950	21650	22300	23000	23600	24200	24800
LOWER DECILE	18150	18800	19450	20050	20650	21250	21800	22300	22750
MEAN	20500	21350	22200	23100	23950	24800	25650	26500	27300
TOTAL NUMBER	186	115	129	82	84	103	90	92	67
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	0	0	0	0	0	0	0	0

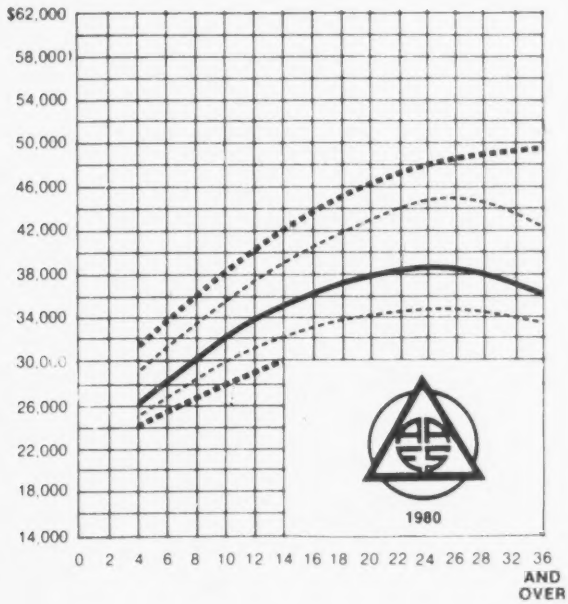
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34400	37850	40800	43050	44450	45100	45150	44550	43100
UPPER QUARTILE	31500	34050	36050	37450	38150	38350	38100	37400	36000
MEDIAN	28350	30050	31350	32200	32650	32850	32800	32500	32050
LOWER QUARTILE	25800	27000	27850	28350	28550	28550	28400	28150	27750
LOWER DECILE	23550	24450	24950	25200	25200	25050	24800	24500	24100
MEAN	28800	30700	32200	33250	33800	33950	33850	33450	32700
TOTAL NUMBER	205	194	138	152	101	65	111	68	59
OVER $51000	0	0	1	2	7	1	1	4	1
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

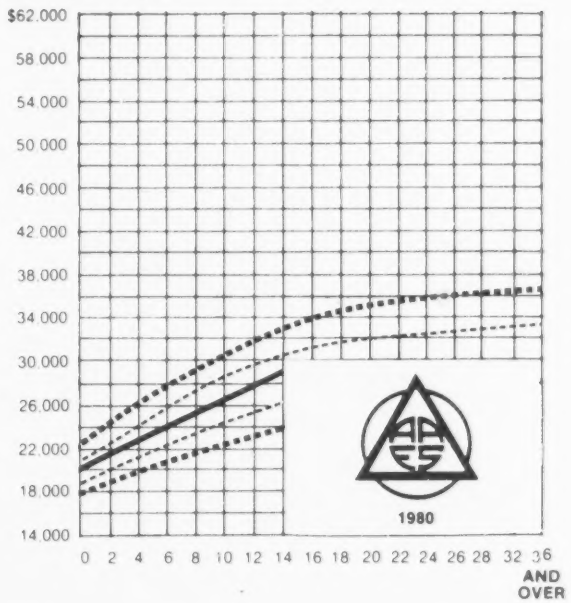
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	30050	31400	32750	34100	35400
UPPER QUARTILE	0	0	0	0	29000	30000	31050	32100	33100
MEDIAN	0	0	0	0	26650	27750	28850	29900	30950
LOWER QUARTILE	0	0	0	0	25450	26350	27200	28000	28750
LOWER DECILE	0	0	0	0	24850	25500	26100	26650	27200
MEAN	0	0	0	0	27100	28150	29200	30200	31200
TOTAL NUMBER	0	1	1	3	5	11	11	21	15
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37950	41400	44250	46450	47950	48900	49400	49600	49500
UPPER QUARTILE	35150	38000	40550	42600	44000	44800	45000	44500	42600
MEDIAN	32850	35250	36950	37950	38400	38350	38050	37450	36650
LOWER QUARTILE	30200	31900	33150	33900	34300	34400	34350	34150	33800
LOWER DECILE	28100	29150	29950	30450	30750	30950	31100	31150	31200
MEAN	33000	35300	37050	38250	38950	39250	39300	39150	38800
TOTAL NUMBER	58	76	55	68	43	20	47	28	21
OVER $51000	0	0	1	2	7	1	1	4	1
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22200	23250	24300	25300	26300	27250	28150	29000	29800
UPPER QUARTILE	21550	22500	23400	24250	25100	25950	26700	27450	28100
MEDIAN	20750	21500	22250	22950	23650	24300	24950	25550	26100
LOWER QUARTILE	19550	20250	20900	21550	22150	22700	23250	23700	24150
LOWER DECILE	18200	18800	19400	19950	20450	20950	21400	21800	22150
MEAN	20550	21350	22100	22850	23550	24250	24900	25500	26100
TOTAL NUMBER	186	114	128	79	79	92	79	71	52
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	0	0	0	0	0	0	0	0

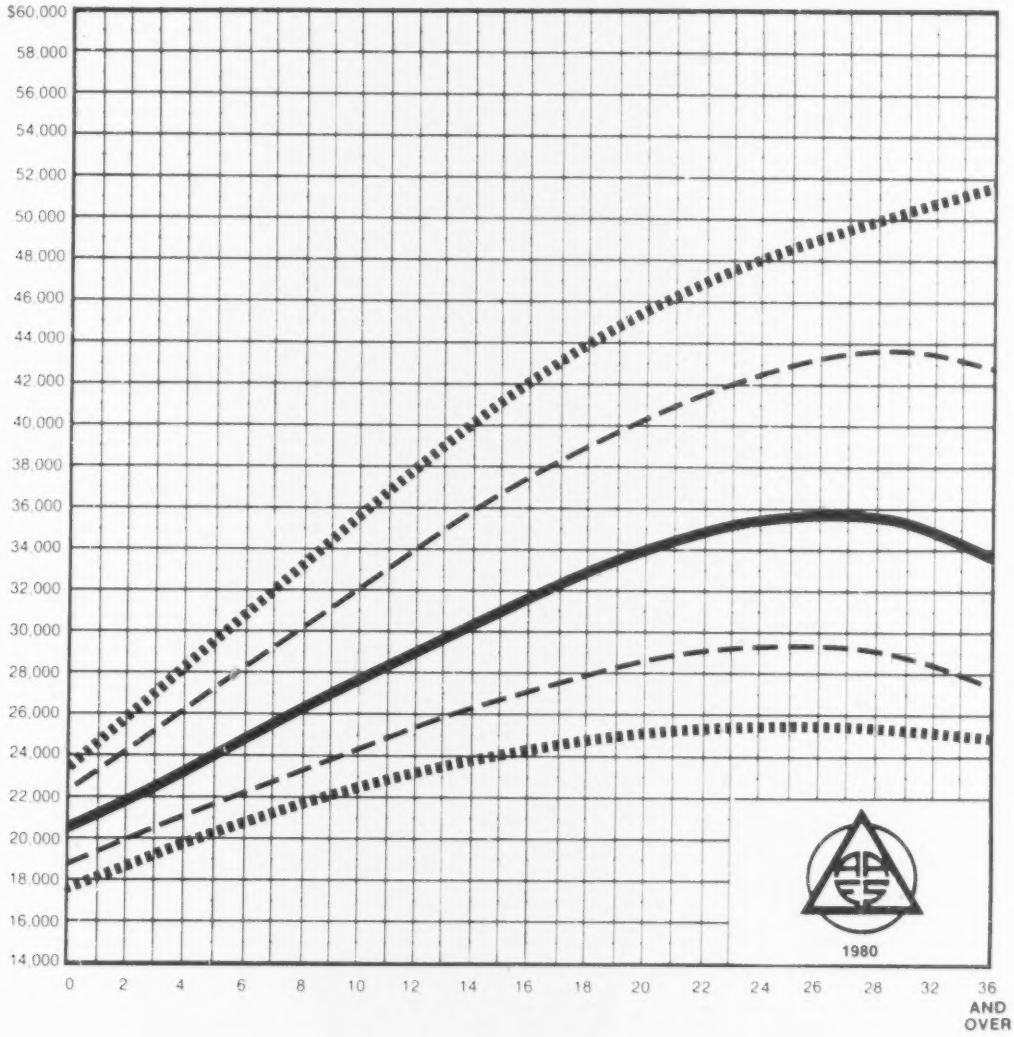
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	31250	32950	34200	35000	35500	35800	35950	36000	36050
UPPER QUARTILE	29300	30750	31750	32350	32750	32950	33000	33050	33050
MEDIAN	27100	28250	29000	29450	29650	29700	29600	29450	29250
LOWER QUARTILE	24950	25750	26250	26450	26450	26400	26250	26050	25800
LOWER DECILE	22700	23300	23600	23700	23650	23550	23450	23300	23150
MEAN	27100	28250	29100	29550	29800	29850	29850	29750	29600
TOTAL NUMBER	147	118	83	84	58	45	64	40	38
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ——————
Lower Quartile - - - - -
Lower Decile •••••••

MACHINERY
ALL ENGINEERS

Annual Salary By Years
Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23850	24950	26100	27300	28450	29650	30900	32100	33350
UPPER QUARTILE	22750	23550	24450	25300	26200	27100	28050	28950	29900
MEDIAN	20450	21150	21850	22600	23350	24100	24800	25600	26300
LOWER QUARTILE	18700	19300	19950	20550	21150	21800	22400	23000	23600
LOWER DECILE	17850	18300	18750	19150	19600	20050	20500	20900	21300
MEAN	20700	21450	22200	22950	23750	24550	25350	26100	26900
TOTAL NUMBER	211	226	205	188	179	185	154	172	137
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	0	0	0	0	0	0	0	0

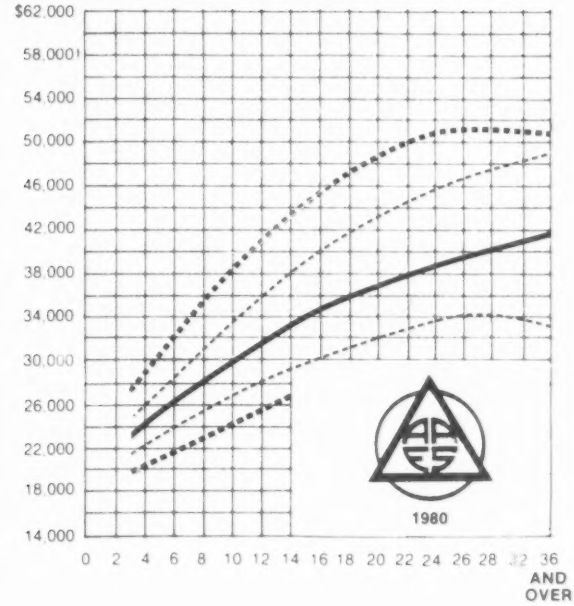
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35750	39250	42400	45050	47150	48750	49800	50650	51100
UPPER QUARTILE	31800	34600	37200	39500	41350	42600	43350	43450	42050
MEDIAN	27800	29900	31850	33400	34600	35300	35600	35350	33850
LOWER QUARTILE	24700	26200	27450	28350	28950	29150	29050	28600	27350
LOWER DECILE	22100	23200	24100	24750	25200	25400	25350	24950	23700
MEAN	28450	30650	32600	34250	35400	36150	36450	36250	35100
TOTAL NUMBER	381	397	365	314	289	244	301	376	358
OVER $51000	0	2	7	13	14	24	26	39	40
UNDER $14000	0	0	0	0	0	0	0	0	0

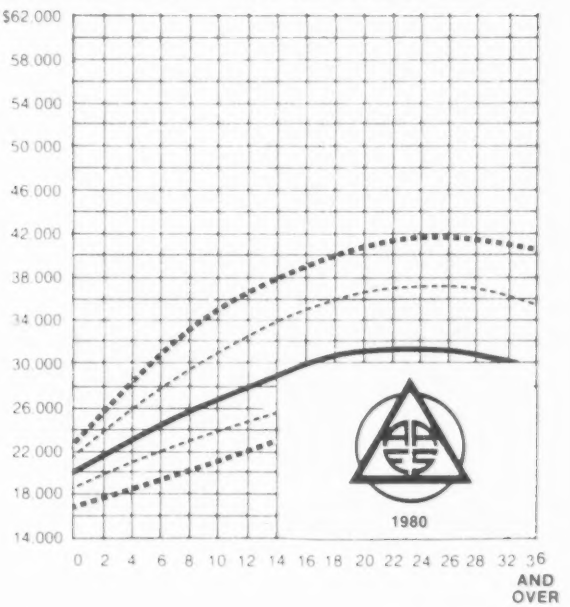
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	24750	0	27600	29050	30550	32100	33600	35100
UPPER QUARTILE	0	23400	0	25800	27050	28250	29500	30750	31950
MEDIAN	0	22050	0	23900	24850	25750	26700	27650	28550
LOWER QUARTILE	0	21150	0	22450	23100	23750	24400	25050	25700
LOWER DECILE	0	18950	0	20250	20900	21500	22100	22700	23300
MEAN	0	21850	0	23850	24850	25900	26900	27950	28950
TOTAL NUMBER	0	5	3	5	17	24	33	33	21
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38100	42200	45700	48350	50100	51100	51450	51400	50800
UPPER QUARTILE	34350	37700	40600	43000	44900	46300	47250	48100	48700
MEDIAN	30300	32800	35000	36850	38350	39550	40400	41200	41800
LOWER QUARTILE	27000	28800	30400	31750	32800	33500	33950	34050	33500
LOWER DECILE	24400	25850	27050	28000	28650	29100	29350	29500	29500
MEAN	30900	33550	35850	37650	39000	39850	40400	40700	40800
TOTAL NUMBER	113	138	158	178	132	130	156	179	175
OVER $51000	0	2	7	13	14	24	26	39	40
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

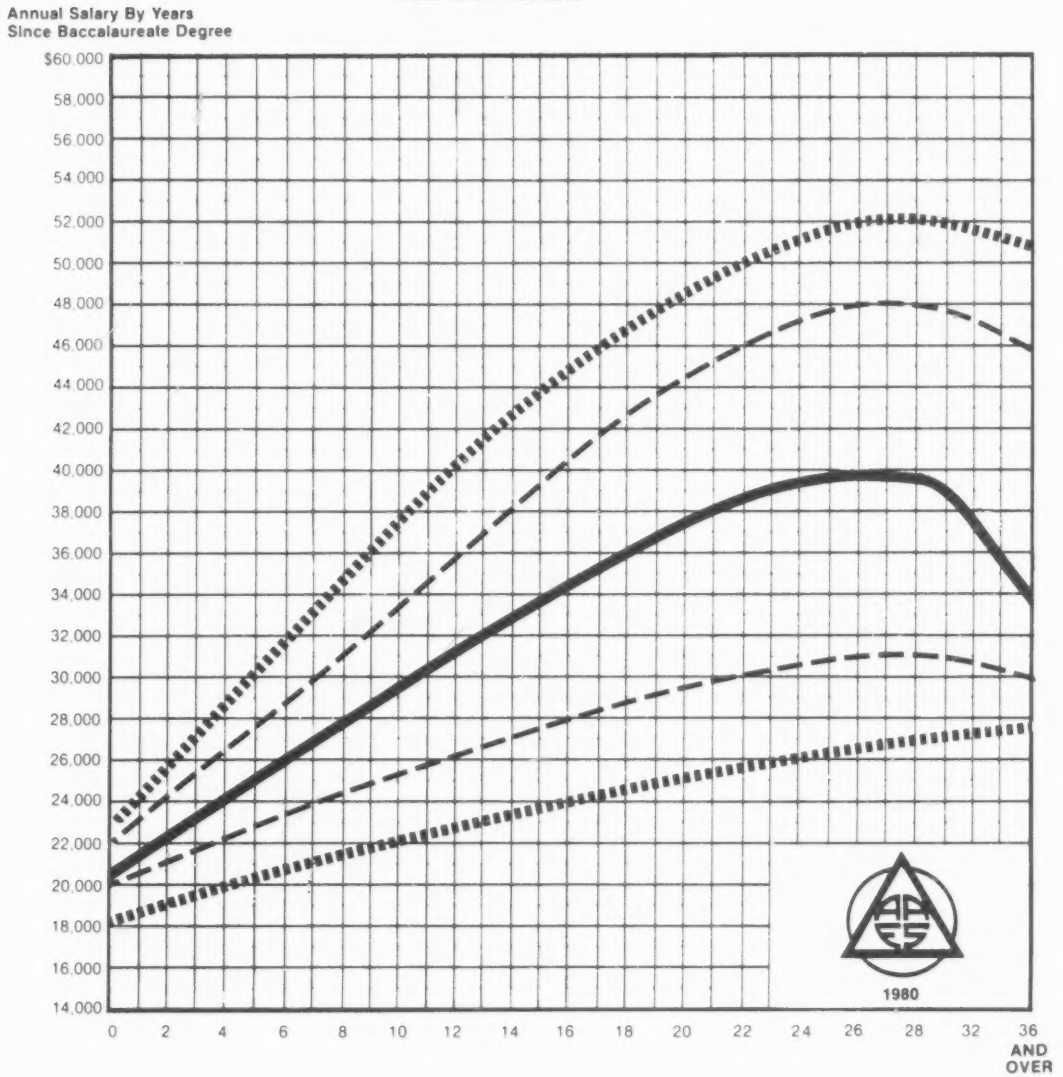
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23950	25000	26050	27150	28200	29300	30350	31400	32450
UPPER QUARTILE	22900	23650	24350	25100	25850	26600	27350	28150	28900
MEDIAN	20550	21150	21800	22450	23100	23700	24350	25000	25600
LOWER QUARTILE	18850	19400	19950	20500	21050	21550	22100	22550	23050
LOWER DECILE	17950	18350	18750	19150	19500	19900	20250	20600	20950
MEAN	20850	21500	22200	22850	23550	24200	24900	25550	26200
TOTAL NUMBER	211	221	202	182	162	161	120	139	115
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34450	37100	39250	40750	41650	42000	41950	41400	40250
UPPER QUARTILE	30350	32450	34350	35900	37000	37650	37800	37300	35250
MEDIAN	26800	28450	29800	30800	31400	31550	31300	30450	28150
LOWER QUARTILE	23950	25050	25850	26400	26600	26600	26350	25850	24800
LOWER DECILE	21550	22350	23000	23400	23600	23650	23500	23150	22200
MEAN	27400	29050	30400	31350	31900	32100	32000	31400	30000
TOTAL NUMBER	267	259	206	136	157	114	144	197	182
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ——————
Lower Quartile - - - - -
Lower Decile •••••••

METALS, BASIC
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23250	24450	25650	26900	28200	29550	30900	32300	33700
UPPER QUARTILE	22200	23150	24100	25100	26150	27200	28300	29450	30600
MEDIAN	20700	21500	22250	23050	23900	24750	25600	26500	27400
LOWER QUARTILE	20150	20650	21150	21650	22150	22650	23150	23700	24200
LOWER DECILE	18350	18700	19050	19450	19800	20150	20500	20850	21200
MEAN	21300	22000	22750	23450	24250	25000	25800	26600	27450
TOTAL NUMBER	6	5	6	9	15	11	8	17	11
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

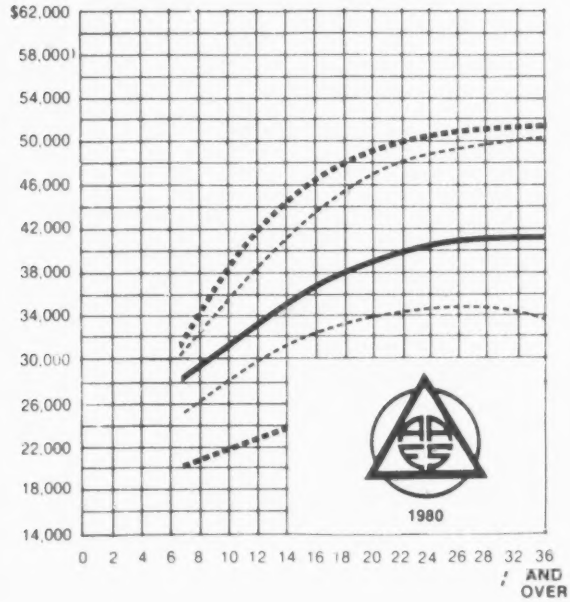
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36550	40750	44600	47800	50150	51600	52200	51950	50400
UPPER QUARTILE	32950	36550	40100	43200	45750	47400	48100	47500	43800
MEDIAN	29250	32050	34700	37050	38800	39800	39900	38600	33550
LOWER QUARTILE	25200	26700	28050	29250	30250	30950	31350	31300	29800
LOWER DECILE	21950	23000	24000	24950	25750	26450	27000	27450	27450
MEAN	29100	31650	34100	36350	38200	39550	40200	39900	36550
TOTAL NUMBER	58	52	56	45	35	49	49	26	80
OVER $51000	0	0	5	2	2	4	4	6	16
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

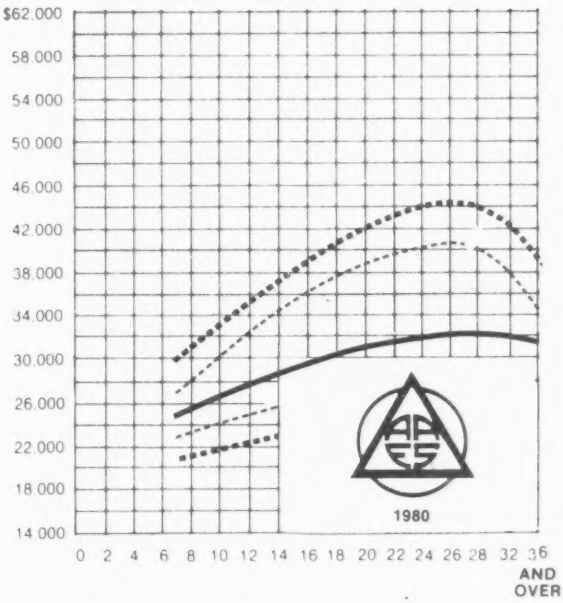
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	30900	33300
UPPER QUARTILE	0	0	0	0	0	0	0	30150	32100
MEDIAN	0	0	0	0	0	0	0	28450	29700
LOWER QUARTILE	0	0	0	0	0	0	0	25900	26800
LOWER DECILE	0	0	0	0	0	0	0	20000	20550
MEAN	0	0	0	0	0	0	0	27300	28800
TOTAL NUMBER	0	2	3	1	2	1	4	7	5
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37850	43650	47650	49900	50900	51150	51100	50950	50800
UPPER QUARTILE	35850	40650	44250	46700	48250	49150	49700	50050	50200
MEDIAN	32150	35350	37900	39650	40750	41350	41550	41500	41300
LOWER QUARTILE	28450	30650	32400	33600	34350	34650	34650	34400	33850
LOWER DECILE	21600	23250	24900	26500	27950	29250	30250	31050	30700
MEAN	31600	35150	37700	39450	40550	41150	41500	41700	41800
TOTAL NUMBER	22	22	38	30	26	32	30	15	39
OVER $51000	0	0	5	2	2	4	4	6	14
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23650	0	0	26250	27150	28100	0	30050	31000
UPPER QUARTILE	22000	0	0	24400	25200	26050	0	27850	28750
MEDIAN	22250	0	0	23700	24200	24700	0	25700	26150
LOWER QUARTILE	21400	0	0	22350	22650	22950	0	23600	23900
LOWER DECILE	21800	0	0	21100	21000	20950	0	20950	21000
MEAN	21800	0	0	23450	24050	24600	0	25750	26300
TOTAL NUMBER	6	3	3	8	13	10	4	9	6
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

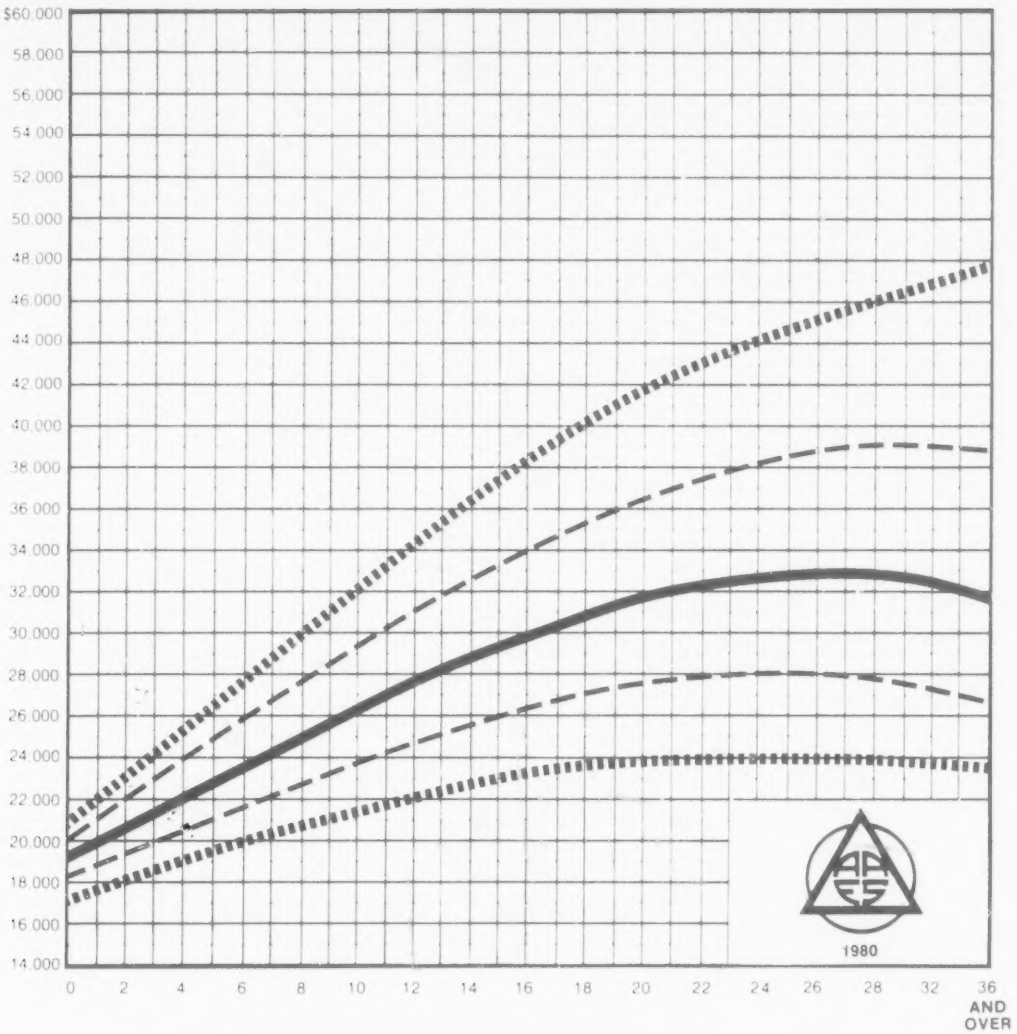
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33050	36100	39000	41550	43500	44650	44850	43650	38350
UPPER QUARTILE	30550	33250	35800	38000	39650	40550	40550	39300	34400
MEDIAN	27100	28450	29700	30800	31650	32250	32550	32500	31100
LOWER QUARTILE	24500	25350	26150	26850	27500	28000	28350	28650	28500
LOWER DECILE	21150	21600	22150	22800	23500	24150	24800	25450	26050
MEAN	27450	29100	30600	31950	33000	33750	34100	33950	32100
TOTAL NUMBER	35	30	18	14	9	17	18	10	40
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ——————
Lower Quartile - - - - -
Lower Decile ••••••

METAL PRODUCTS, FABRICATED
ALL ENGINEERS

Annual Salary By Years
Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20900	21950	23100	24200	25350	26500	27650	28850	30000
UPPER QUARTILE	20200	21000	21850	22700	23550	24450	25350	26250	27150
MEDIAN	19300	19950	20650	21350	22100	22800	23500	24200	24950
LOWER QUARTILE	18300	18850	19400	20000	20550	21150	21700	22250	22800
LOWER DECILE	17500	17950	18400	18800	19250	19650	20050	20450	20850
MEAN	19350	20050	20750	21500	22250	22950	23700	24450	25200
TOTAL NUMBER	317	245	193	180	152	243	217	189	174
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	1	1	2	2	4	3

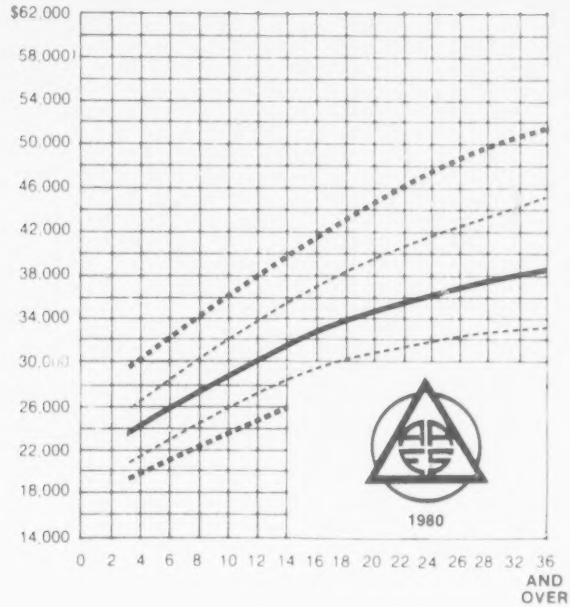
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32300	35550	38500	41000	43100	44750	45950	47100	47950
UPPER QUARTILE	28900	31500	33900	35900	37500	38550	39150	39300	38650
MEDIAN	26300	28250	29950	31300	32300	32850	33000	32750	31600
LOWER QUARTILE	23850	25250	26400	27300	27850	28100	28100	27750	26700
LOWER DECILE	21550	22450	23200	23700	24000	24150	24150	23950	23450
MEAN	26600	28650	30450	31900	33000	33700	34050	34050	33400
TOTAL NUMBER	497	465	337	347	294	257	342	312	270
OVER $51000	1	0	2	3	8	13	17	27	17
UNDER $14000	3	6	5	3	0	1	1	0	1

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

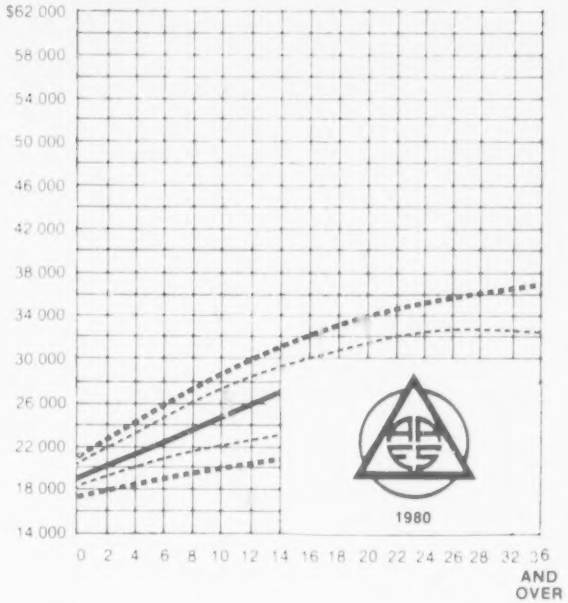
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	28250	0	29850	30650	31500	32350	33200	34100
UPPER QUARTILE	0	23700	0	25550	26500	27400	28350	29300	30250
MEDIAN	0	21900	0	23450	24250	25050	25800	26600	27400
LOWER QUARTILE	0	19300	0	21000	21850	22700	23500	24300	25100
LOWER DECILE	0	18300	0	19650	20350	21050	21750	22400	23050
MEAN	0	22300	0	23900	24750	25550	26400	27200	28000
TOTAL NUMBER	1	5	4	9	10	34	38	37	45
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35850	38600	41350	44000	46450	48600	50250	51500	50850
UPPER QUARTILE	32100	34700	37100	39250	41050	42550	43750	44850	45850
MEDIAN	28900	31000	32900	34500	35800	36750	37450	38050	38400
LOWER QUARTILE	26500	28400	29900	31000	31750	32250	32500	32700	32750
LOWER DECILE	24300	25900	27250	28200	28750	29000	29050	28800	28150
MEAN	29600	31800	33750	35400	36750	37750	38450	39000	39300
TOTAL NUMBER	166	210	159	184	142	128	178	162	112
OVER $51000	1	0	2	3	8	11	17	25	17
UNDER $14000	0	2	2	1	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20950	21900	22850	23800	24750	25650	26550	27400	28250
UPPER QUARTILE	20250	21000	21750	22500	23200	23950	24650	25400	26050
MEDIAN	19400	20000	20600	21250	21850	22450	23000	23600	24150
LOWER QUARTILE	18350	18900	19450	19950	20450	20900	21350	21800	22150
LOWER DECILE	17550	18000	18400	18800	19150	19450	19750	20050	20300
MEAN	19400	20000	20650	21250	21850	22450	23050	23600	24150
TOTAL NUMBER	316	240	189	171	142	209	179	152	129
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	1	1	2	2	4	3

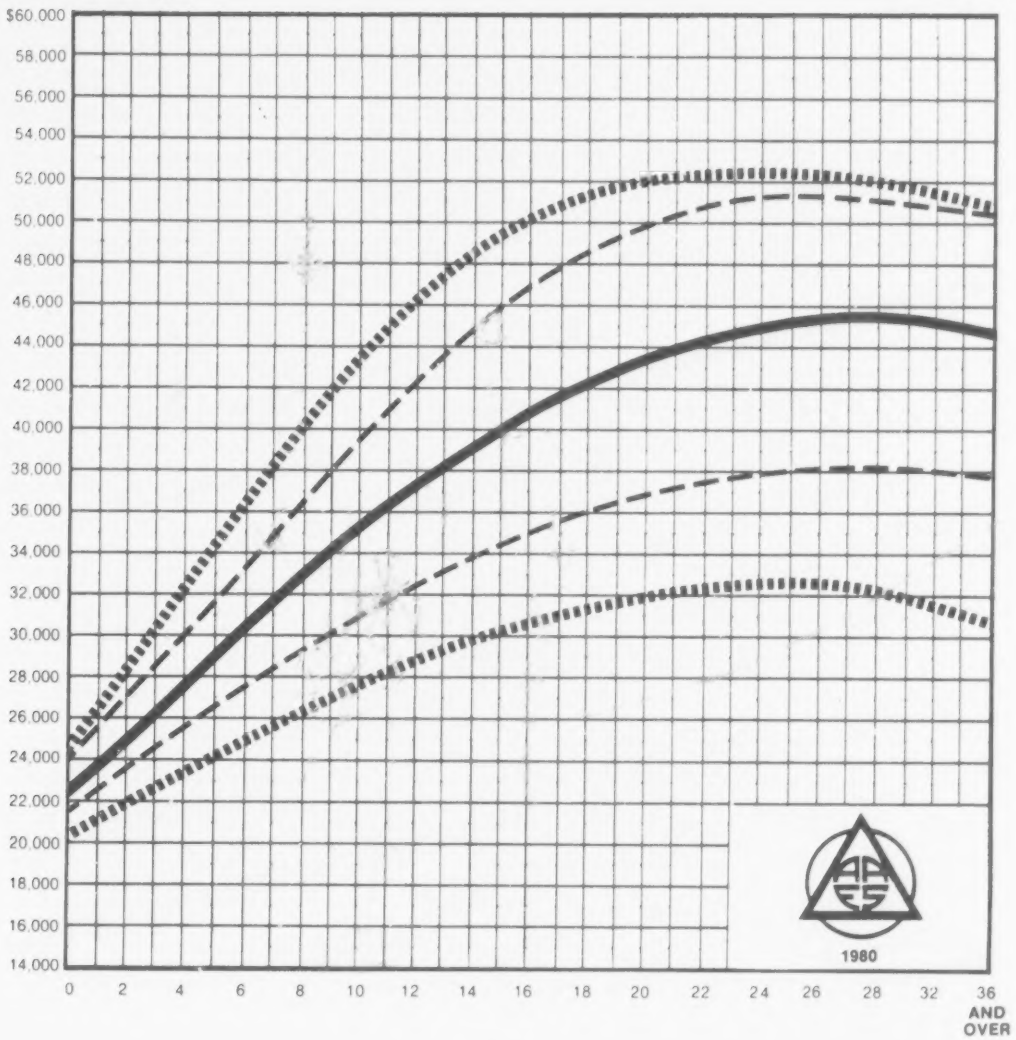
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	29750	31700	33300	34450	35300	35950	36350	36650	36850
UPPER QUARTILE	27400	29150	30600	31700	32450	32850	33000	32950	32500
MEDIAN	25150	26500	27550	28300	28750	29000	29000	28850	28450
LOWER QUARTILE	22900	23750	24350	24750	24950	25050	25050	25000	24850
LOWER DECILE	20750	21250	21600	21850	22050	22150	22250	22300	22300
MEAN	25150	26500	27550	28300	28850	29150	29250	29250	29050
TOTAL NUMBER	331	255	178	163	152	129	164	150	158
OVER $51000	0	0	0	0	0	2	0	2	0
UNDER $14000	3	4	3	2	0	1	1	0	1

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ——————
Lower Quartile - - - - -
Lower Decile ••••••

PETROLEUM
ALL ENGINEERS

Annual Salary By Years
Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24850	26700	28600	30600	32550	34550	36550	38500	40350
UPPER QUARTILE	24050	25450	26900	28350	29850	31400	32950	34550	36100
MEDIAN	22700	23850	25050	26250	27500	28750	30000	31250	32500
LOWER QUARTILE	21150	22200	23250	24300	25350	26400	27400	28400	29400
LOWER DECILE	20450	21200	22000	22750	23550	24300	25050	25800	26500
MEAN	22700	23950	25200	26500	27800	29150	30450	31700	33000
TOTAL NUMBER	553	527	579	394	504	503	376	305	274
OVER $51000	0	0	0	0	1	0	0	0	2
UNDER $14000	0	1	0	2	0	0	0	1	0

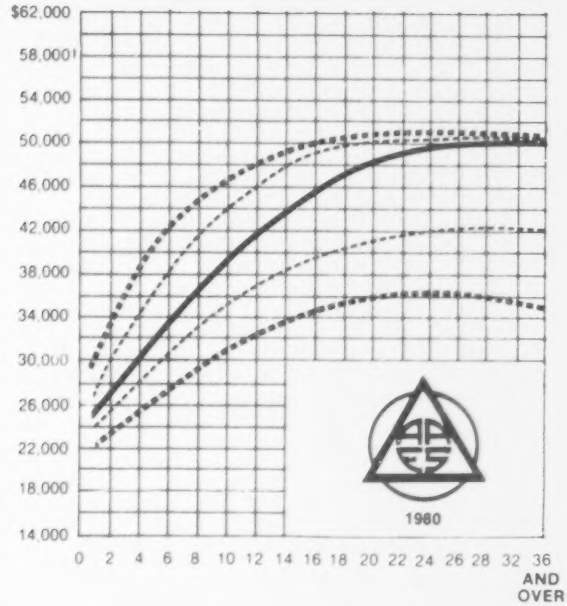
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	43750	47850	50550	51850	52200	52000	51500	50800	50100
UPPER QUARTILE	39200	43450	46950	49550	51150	51850	51850	51350	50100
MEDIAN	34900	38200	41000	43050	44450	45200	45450	45300	44700
LOWER QUARTILE	31250	33600	35500	36800	37650	38050	38200	38150	37900
LOWER DECILE	27850	29600	30950	31850	32350	32400	32200	31600	30400
MEAN	35400	38550	41000	42700	43700	44150	44200	44000	43500
TOTAL NUMBER	1006	661	568	506	442	468	745	605	502
OVER $51000	27	46	83	122	121	142	247	198	172
UNDER $14000	0	0	0	0	0	0	0	1	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

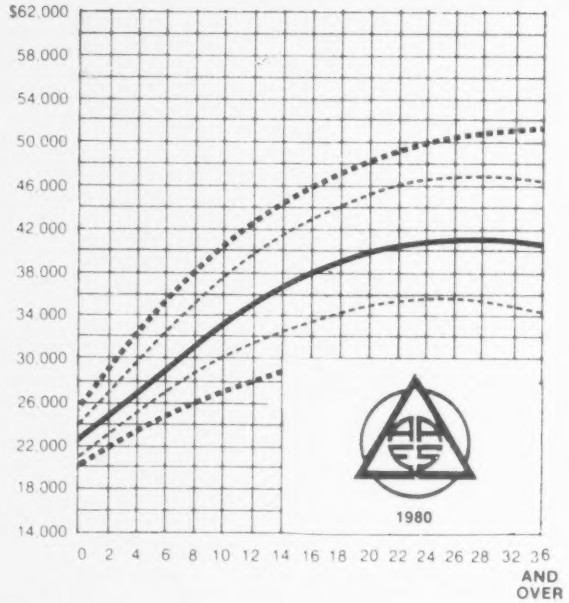
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29250	32350	35350	38200	40800	43050	45050	46650
UPPER QUARTILE	0	26400	28600	30800	33050	35250	37400	39400	41350
MEDIAN	0	25050	26600	28250	29900	31550	33200	34800	36400
LOWER QUARTILE	0	23700	24950	26250	27600	28900	30200	31450	32650
LOWER DECILE	0	22550	23500	24450	25400	26350	27300	28250	29150
MEAN	0	25650	27300	29000	30650	32350	33950	35500	37000
TOTAL NUMBER	1	6	14	10	35	61	45	45	52
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	49000	50800	51300	51350	51200	51100	51000	50950	50950
UPPER QUARTILE	44700	48350	50450	51350	51550	51450	51200	50900	50700
MEDIAN	39400	43250	46250	48300	49500	50150	50400	50500	50400
LOWER QUARTILE	35000	37950	40150	41650	42450	42750	42750	42450	42050
LOWER DECILE	30850	33100	34850	36050	36650	36800	36600	35950	34750
MEAN	39700	42900	45100	46350	46950	47150	47100	46950	46750
TOTAL NUMBER	306	258	238	239	225	252	400	353	255
OVER $51000	26	44	71	106	98	124	191	162	139
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

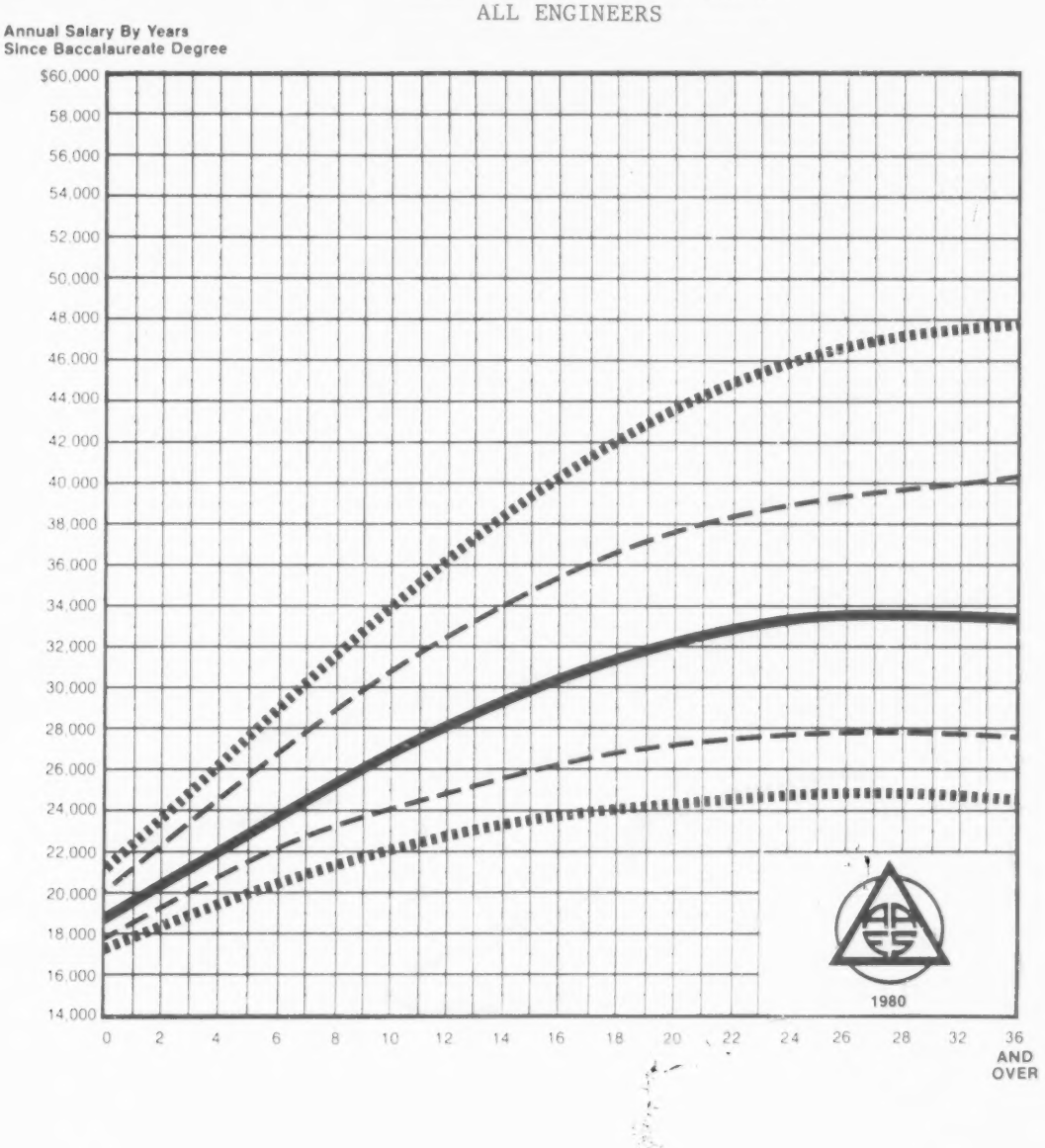
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25050	26750	28500	30200	31900	33550	35150	36700	38150
UPPER QUARTILE	24200	25500	26800	28100	29450	30800	32100	33450	34700
MEDIAN	22750	23850	25000	26150	27300	28450	29550	30650	31700
LOWER QUARTILE	21200	22200	23200	24200	25200	26150	27050	27950	28800
LOWER DECILE	20450	21250	22000	22750	23500	24200	24850	25500	26100
MEAN	22800	23950	25150	26300	27500	28650	29750	30850	31900
TOTAL NUMBER	551	521	564	384	469	442	331	259	222
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	0	1	0	2	0	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECIL	40850	44250	46850	48700	49950	50700	51150	51400	51450
UPPER QUARTILE	37150	40400	43000	44850	46000	46600	46800	46700	46350
MEDIAN	33650	36150	38000	39300	40100	40450	40600	40500	40300
LOWER QUARTILE	30300	32200	33500	34300	34750	34900	34900	34750	34550
LOWER DECILE	27150	28350	29150	29500	29550	29400	29100	28700	28150
MEAN	33850	36250	38100	39300	40000	40350	40450	40400	40200
TOTAL NUMBER	700	402	329	266	217	216	344	252	246
OVER $51000	1	1	12	16	22	17	55	35	32
UNDER $14000	0	0	0	0	0	0	0	1	0

LEGEND

Upper Decile ******
Upper Quartile - - - - -
Median ———
Lower Quartile - - - - -
Lower Decile ******

MISCELLANEOUS MANUFACTURING
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21350	22600	23800	25100	26350	27700	29000	30300	31650
UPPER QUARTILE	20050	21150	22250	23400	24500	25650	26750	27800	28850
MEDIAN	18850	19700	20550	21400	22250	23100	23950	24750	25550
LOWER QUARTILE	17950	18650	19350	20050	20700	21350	22000	22600	23150
LOWER DECILE	17300	17850	18400	18950	19500	20000	20450	20900	21350
MEAN	19100	20000	20900	21850	22750	23600	24500	25350	26150
TOTAL NUMBER	209	223	178	110	134	162	190	162	113
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

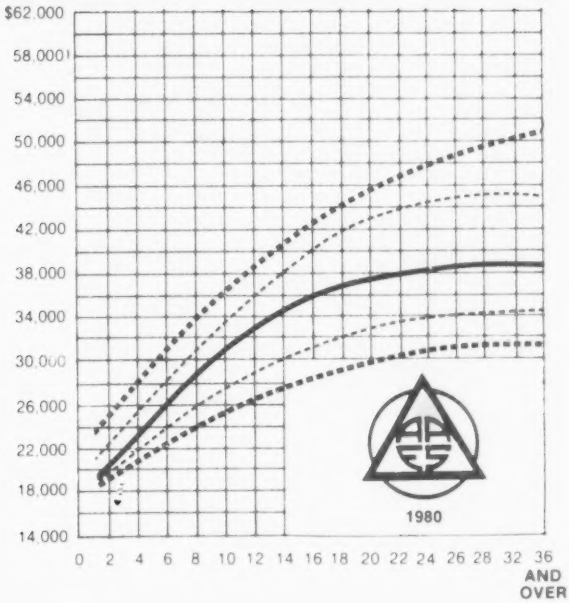
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34200	37750	40850	43300	45100	46350	47100	47650	47900
UPPER QUARTILE	30850	33450	35550	37100	38250	39000	39500	39850	40100
MEDIAN	27100	29100	30750	31950	32800	33350	33650	33800	33800
LOWER QUARTILE	24200	25550	26500	27150	27550	27750	27800	27800	27700
LOWER DECILE	22150	23100	23800	24300	24600	24750	24800	24750	24650
MEAN	27750	29800	31450	32700	33550	34150	34500	34750	34900
TOTAL NUMBER	365	289	268	263	232	158	299	161	225
OVER $51000	0	0	0	0	0	1	18	13	18
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

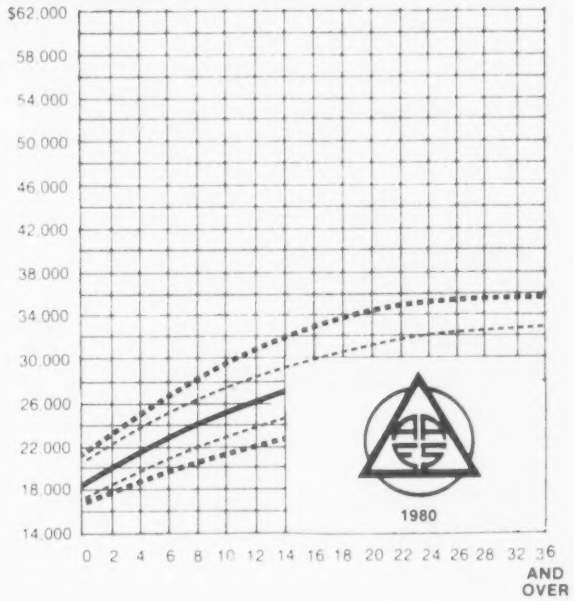
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	23900	25450	26950	28500	30050	31550	33050	34500
UPPER QUARTILE	0	20300	22150	23950	25800	27600	29350	31000	32600
MEDIAN	0	18900	20550	22250	23900	25450	27000	28400	29700
LOWER QUARTILE	0	18700	19900	21100	22250	23400	24500	25500	26500
LOWER DECILE	0	18250	19100	19950	20850	21700	22500	23350	24100
MEAN	0	20000	21450	22850	24250	25650	27000	28250	29500
TOTAL NUMBER	0	15	18	15	28	21	23	40	24
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37200	40800	43750	46000	47650	48800	49600	50150	50450
UPPER QUARTILE	35400	38750	41100	42700	43700	44300	44600	44800	44850
MEDIAN	32000	34550	36200	37250	37850	38200	38400	38500	38550
LOWER QUARTILE	28250	30350	31900	32950	33600	34050	34300	34500	34550
LOWER DECILE	25600	27450	28900	29950	30650	31000	31200	31300	31250
MEAN	31700	34350	36300	37650	38600	39150	39500	39750	39800
TOTAL NUMBER	133	113	123	154	113	69	153	72	127
OVER $51000	0	0	0	0	0	1	18	12	18
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21550	22650	23700	24700	25700	26650	27550	28400	29200
UPPER QUARTILE	20250	21200	22200	23100	24000	24800	25600	26300	27000
MEDIAN	18900	19750	20600	21350	22100	22750	23400	23950	24500
LOWER QUARTILE	17900	18600	19300	19950	20600	21150	21700	22200	22650
LOWER DECILE	17350	17850	18350	18850	19300	19700	20150	20550	20900
MEAN	19250	20050	20850	21600	22300	23000	23650	24300	24850
TOTAL NUMBER	209	208	160	95	106	141	167	122	89
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

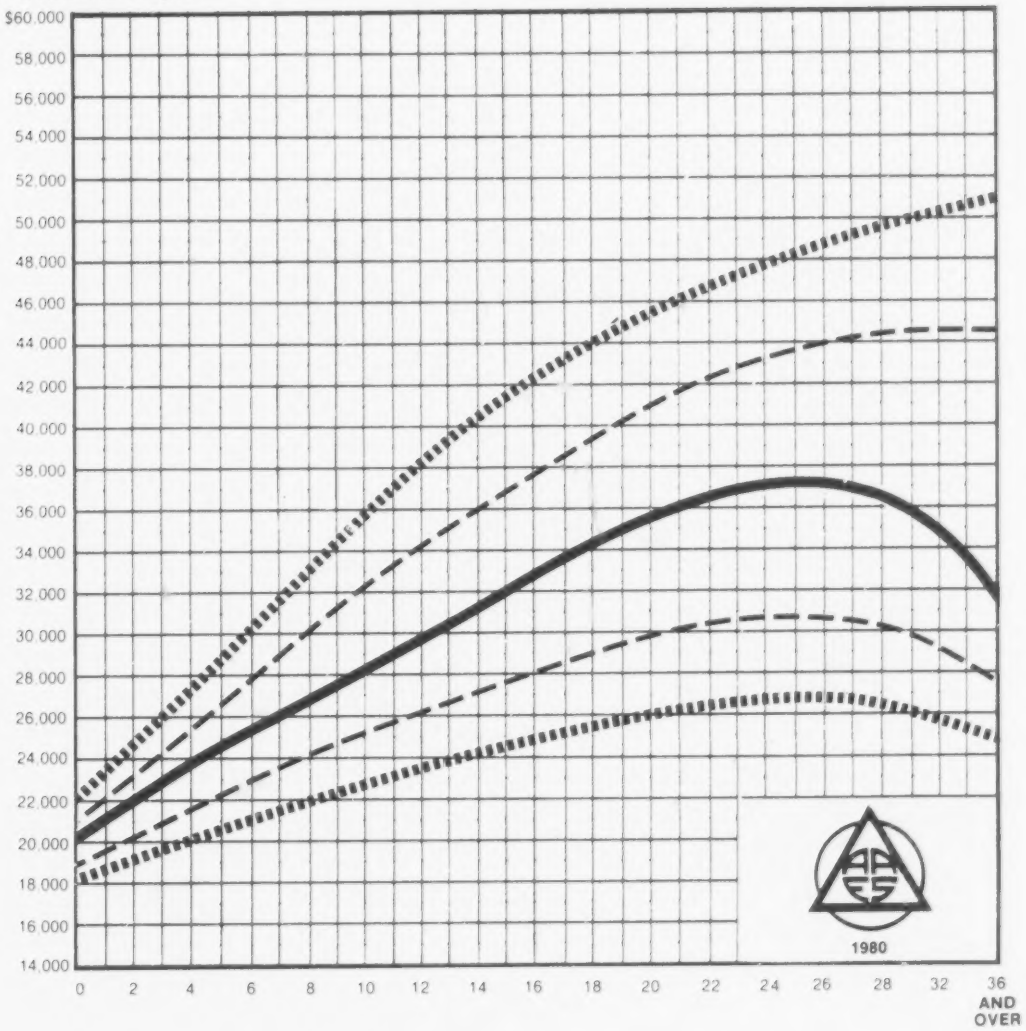
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	30600	32350	33600	34500	35100	35500	35700	35800	35850
UPPER QUARTILE	28200	29600	30600	31350	31800	32100	32300	32400	32400
MEDIAN	25400	26400	27100	27550	27850	28000	28100	28150	28150
LOWER QUARTILE	23400	24250	24800	25050	25200	25200	25200	25150	25100
LOWER DECILE	21550	22350	22850	23150	23250	23250	23150	22950	22600
MEAN	25850	27050	27850	28350	28650	28800	28850	28900	28850
TOTAL NUMBER	232	175	145	108	118	88	146	89	98
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ——————
Lower Quartile - - - - -
Lower Decile •••••••

FOOD
ALL ENGINEERS

Annual Salary By Years
Since Baccalaureate Degree



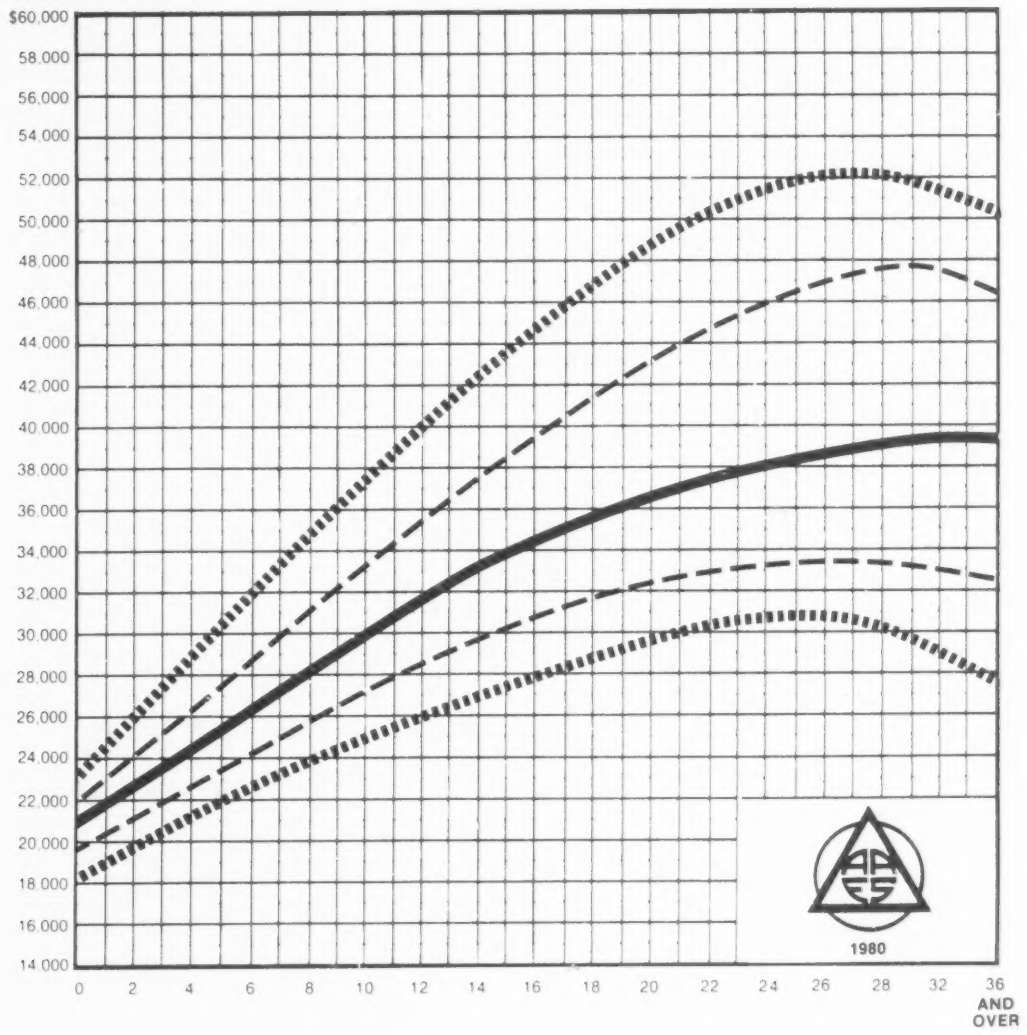
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22050	23300	24650	26000	27400	28800	30200	31600	32950
UPPER QUARTILE	21300	22200	23200	24200	25200	26250	27300	28400	29450
MEDIAN	20500	21250	21950	22700	23500	24250	25050	25900	26700
LOWER QUARTILE	19300	19850	20400	21000	21550	22150	22700	23300	23900
LOWER DECILE	18250	18700	19150	19550	20000	20450	20900	21350	21800
MEAN	20500	21250	22000	22800	23600	24400	25250	26100	26950
TOTAL NUMBER	18	45	31	16	37	45	38	37	39
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35650	39400	42600	45150	47050	48400	49300	50000	50450
UPPER QUARTILE	31600	34750	37700	40200	42200	43600	44400	44800	44400
MEDIAN	28350	30800	33100	35000	36400	37150	37050	35850	31250
LOWER QUARTILE	25050	26700	28200	29400	30300	30700	30700	29950	27100
LOWER DECILE	22650	23850	24900	25750	26350	26650	26650	26200	24250
MEAN	28650	31100	33400	35300	36750	37550	37800	37200	34600
TOTAL NUMBER	85	75	72	69	67	42	65	86	55
OVER $51000	0	0	0	3	2	2	9	5	2
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

PAPER & WOOD
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23850	25000	26200	27450	28700	30000	31350	32700	34050
UPPER QUARTILE	22250	23150	24100	25100	26100	27150	28250	29350	30450
MEDIAN	21000	21800	22650	23550	24400	25300	26150	27050	27950
LOWER QUARTILE	19950	20700	21400	22150	22850	23600	24350	25050	25750
LOWER DECILE	18950	19500	20050	20600	21150	21750	22300	22900	23500
MEAN	21300	22150	23000	23900	24800	25700	26600	27550	28500
TOTAL NUMBER	90	73	55	42	37	47	39	43	40
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	1	0	1	0	0	0	0	0

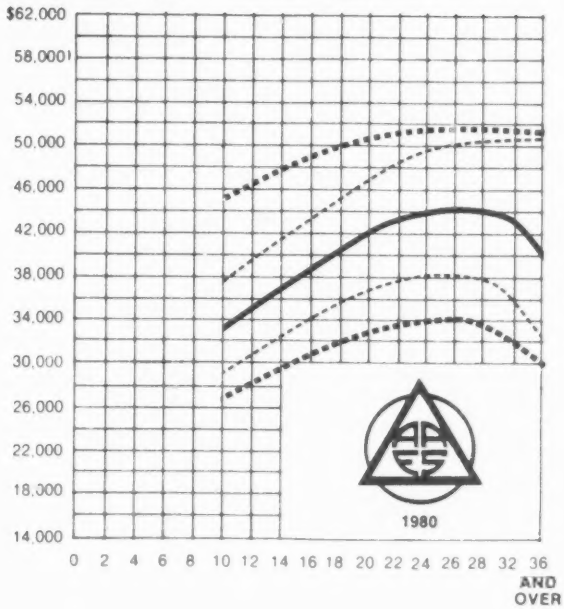
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36850	40950	44750	47950	50350	51800	52350	51950	49900
UPPER QUARTILE	32750	36250	39600	42650	45150	46950	47900	48050	46050
MEDIAN	29650	32150	34350	36200	37600	38550	39150	39400	39050
LOWER QUARTILE	27150	29100	30750	32050	33000	33550	33700	33550	32750
LOWER DECILE	24650	26300	27800	29050	30000	30500	30600	29950	27250
MEAN	30350	33050	35500	37550	39100	40050	40500	40300	38850
TOTAL NUMBER	114	124	111	103	111	68	134	124	115
OVER $51000	1	6	7	5	7	11	21	32	19
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

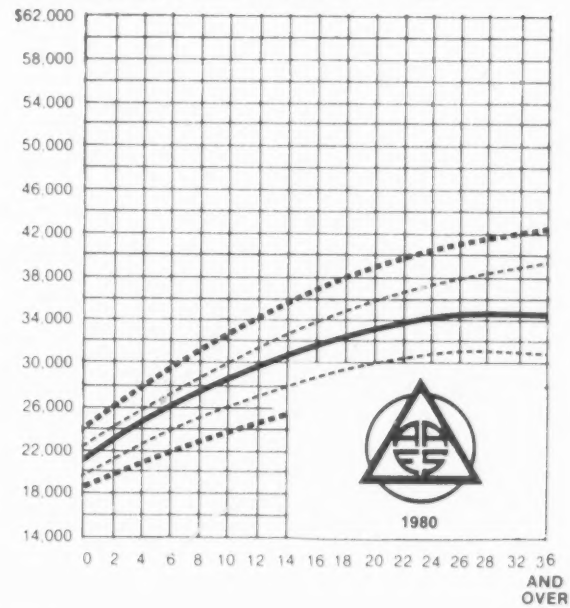
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	34800	37500	0
UPPER QUARTILE	0	0	0	0	0	0	32200	33400	0
MEDIAN	0	0	0	0	0	0	28750	29750	0
LOWER QUARTILE	0	0	0	0	0	0	25850	26700	0
LOWER DECILE	0	0	0	0	0	0	24900	25600	0
MEAN	0	0	0	0	0	0	29800	30750	0
TOTAL NUMBER	2	0	3	3	3	3	7	7	1
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	44300	48650	50800	51500	51550	51300	51100	50900	50800
UPPER QUARTILE	36950	40400	43650	46400	48650	50200	51150	51500	50800
MEDIAN	32850	35950	38900	41550	43650	44950	45450	44800	40850
LOWER QUARTILE	29300	31900	34400	36500	38100	39000	39100	37950	33350
LOWER DECILE	27700	29700	31500	33000	34000	34400	34250	33100	29250
MEAN	33700	36600	39250	41550	43300	44350	44700	44150	41300
TOTAL NUMBER	39	62	61	58	57	37	78	78	63
OVER $51000	1	5	7	5	7	11	21	31	19
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

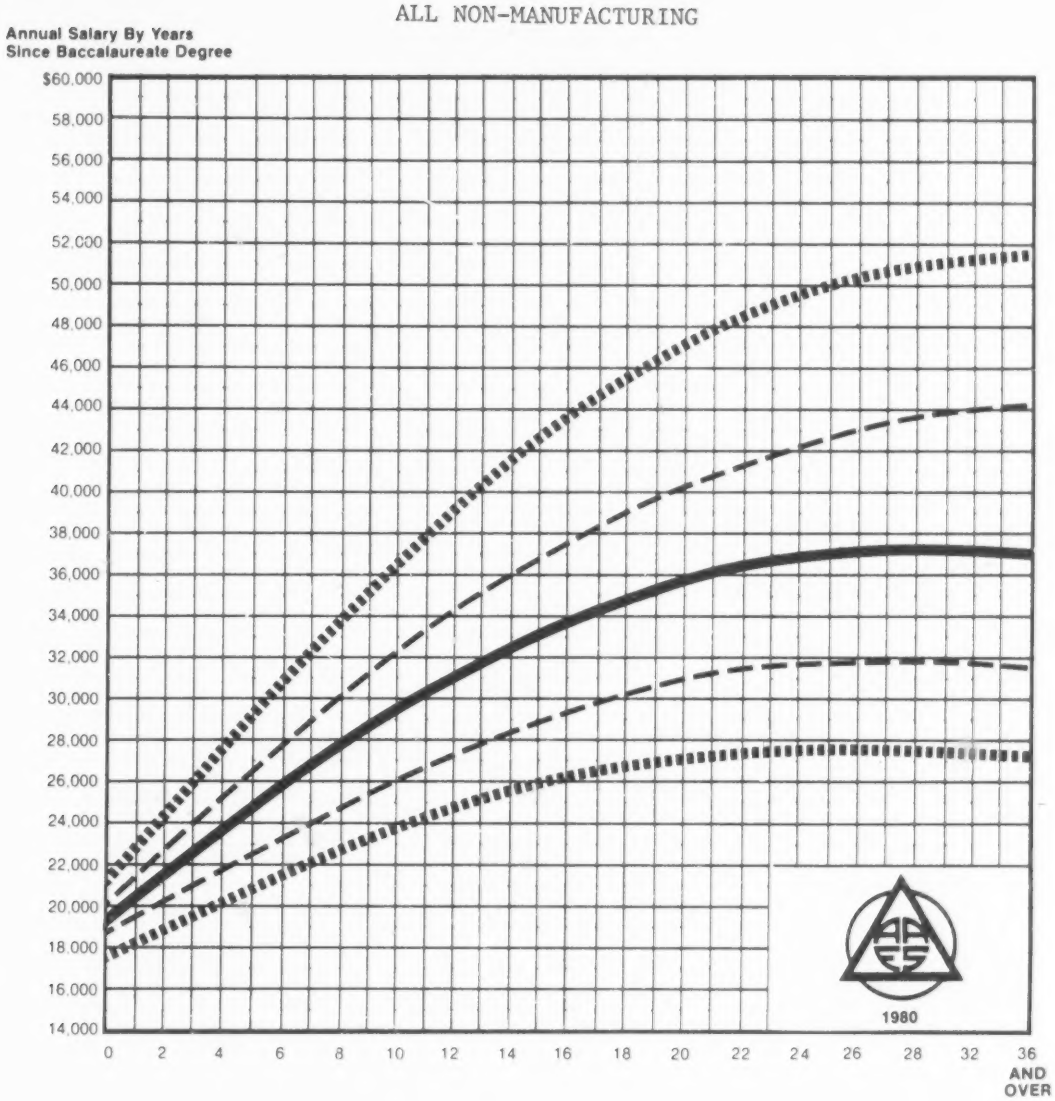
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24100	25000	25950	26850	27800	28700	29600	30500	31400
UPPER QUARTILE	22300	23150	24000	24800	25650	26500	27300	28100	28850
MEDIAN	21050	21900	22700	23450	24250	25000	25750	26450	27100
LOWER QUARTILE	19950	20650	21350	22000	22700	23350	24000	24650	25250
LOWER DECILE	18900	19450	20000	20500	21050	21550	22050	22600	23100
MEAN	21350	22100	22900	23650	24450	25200	25900	26600	27300
TOTAL NUMBER	88	73	51	38	33	43	31	35	39
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	1	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33100	35450	37500	39150	40500	41550	42300	42950	43450
UPPER QUARTILE	30350	32400	34200	35650	36850	37800	38450	39100	39600
MEDIAN	28350	30000	31350	32450	33250	33850	34250	34650	34900
LOWER QUARTILE	26350	27850	29050	29900	30500	30800	31000	31000	30850
LOWER DECILE	24050	25300	26350	27100	27550	27650	27450	26750	24950
MEAN	28600	30300	31700	32800	33600	34200	34600	34950	35150
TOTAL NUMBER	74	62	50	45	54	30	56	45	52
OVER $51000	0	1	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ALL NON-MANUFACTURING



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21550	22950	24400	25900	27400	28950	30500	32050	33600
UPPER QUARTILE	20300	21500	22750	24050	25300	26600	27900	29150	30350
MEDIAN	19350	20350	21350	22400	23400	24450	25450	26450	27400
LOWER QUARTILE	18500	19350	20150	20950	21750	22600	23350	24150	24900
LOWER DECILE	17500	18150	18850	19550	20200	20850	21500	22100	22700
MEAN	19600	20600	21650	22700	23750	24850	25900	26900	27900
TOTAL NUMBER	1749	1914	1888	1625	1629	1958	2050	1992	1857
OVER $51000	0	0	0	0	1	0	1	1	1
UNDER $14000	7	7	4	1	1	3	0	1	0

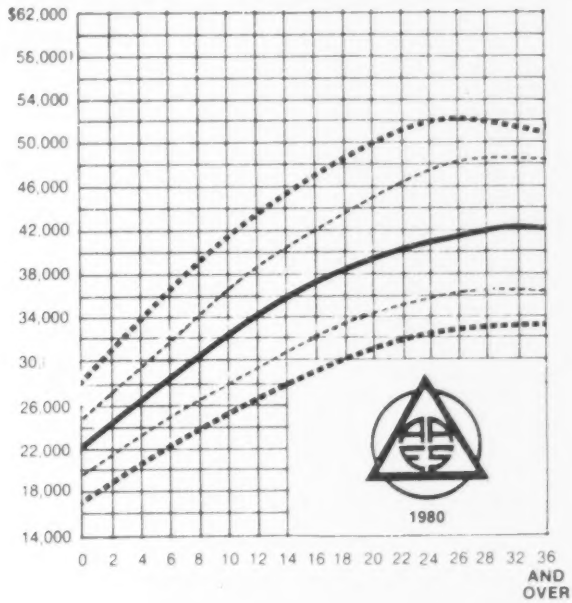
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36600	40700	44100	46750	48650	49900	50650	51200	51500
UPPER QUARTILE	32700	35850	38400	40400	41800	42800	43500	44000	44300
MEDIAN	29250	31700	33650	35100	36050	36650	36900	37050	37000
LOWER QUARTILE	26300	28150	29550	30600	31250	31600	31700	31650	31400
LOWER DECILE	23800	25150	26200	26950	27400	27600	27650	27550	27350
MEAN	29800	32350	34350	35950	36900	37500	37850	38100	38150
TOTAL NUMBER	5288	4170	3889	3560	2918	2210	3145	3086	2602
OVER $51000	9	34	121	223	227	175	304	384	364
UNDER $14000	0	1	1	1	0	0	0	1	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

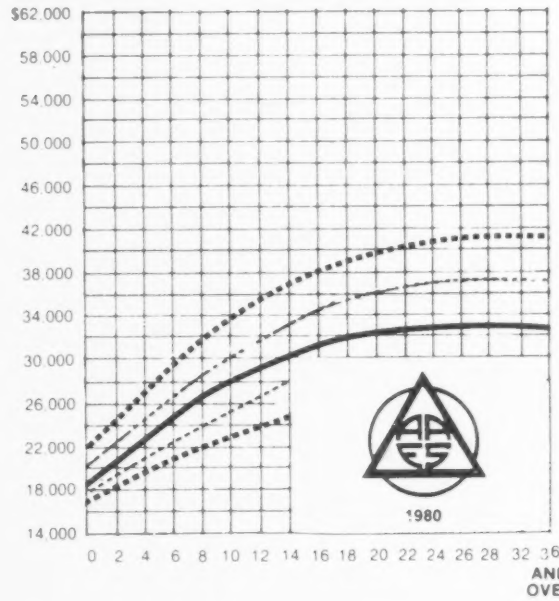
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28150	29400	30650	31900	33200	34500	35850	37150	38450
UPPER QUARTILE	24950	26000	27150	28250	29450	30600	31800	33000	34200
MEDIAN	22050	23100	24150	25200	26300	27350	28450	29550	30600
LOWER QUARTILE	19800	20750	21700	22650	23600	24550	25450	26400	27300
LOWER DECILE	16900	18000	19100	20200	21250	22250	23250	24150	25050
MEAN	23050	24050	25050	26100	27100	28150	29200	30250	31250
TOTAL NUMBER	21	30	57	64	101	183	250	331	355
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41000	44500	47500	49800	51350	52100	52200	51650	50050
UPPER QUARTILE	36550	39900	42950	45500	47450	48800	49650	50050	49850
MEDIAN	32650	35500	37900	39750	41100	41950	42400	42500	42300
LOWER QUARTILE	29050	31400	33300	34750	35700	36300	36600	36700	36500
LOWER DECILE	26600	28500	29900	30900	31600	32000	32300	32450	32500
MEAN	33250	36000	38300	40100	41400	42250	42650	42700	42400
TOTAL NUMBER	1439	1361	1506	1535	1303	1040	1588	1723	1314
OVER $51000	7	32	117	209	216	165	289	358	340
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

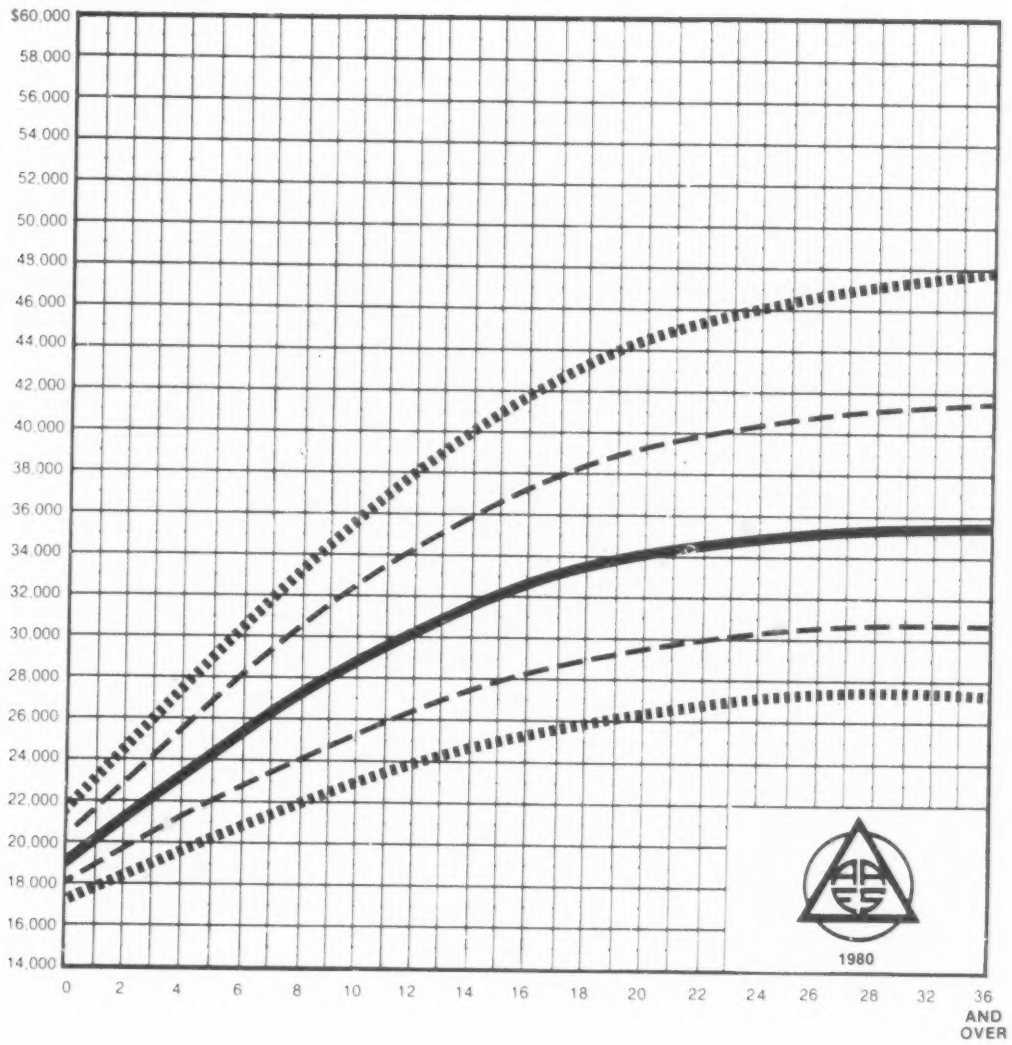
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21250	22800	24300	25750	27200	28550	29900	31100	32250
UPPER QUARTILE	20250	21450	22700	23900	25100	26300	27400	28500	29550
MEDIAN	19400	20350	21350	22300	23250	24200	25100	26000	26850
LOWER QUARTILE	18500	19300	20150	20900	21700	22450	23150	23850	24500
LOWER DECILE	17500	18150	18850	19500	20100	20700	21250	21800	22300
MEAN	19450	20500	21550	22550	23550	24550	25450	26350	27150
TOTAL NUMBER	1728	1884	1831	1561	1528	1775	1800	1661	1502
OVER $51000	0	0	0	0	1	0	1	1	0
UNDER $14000	7	7	4	0	1	3	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34300	36700	38400	39600	40350	40800	41050	41200	41300
UPPER QUARTILE	31400	33650	35200	36200	36700	36950	37050	37050	37000
MEDIAN	28400	30300	31600	32450	32850	32950	32850	32600	32300
LOWER QUARTILE	25700	27100	28100	28700	28950	29050	29000	28800	28550
LOWER DECILE	23250	24300	25050	25500	25700	25750	25750	25600	25450
MEAN	28650	30450	31650	32450	32900	33150	33250	33250	33250
TOTAL NUMBER	3849	2809	2383	2025	1615	1170	1557	1363	1288
OVER $51000	2	2	4	14	11	10	15	26	24
UNDER $14000	0	1	1	1	0	0	0	1	0

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ——————
Lower Quartile - - - - -
Lower Decile •••••••

Annual Salary By Years Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21300	22800	24350	25850	27400	28950	30400	31900	33300
UPPER QUARTILE	20200	21550	22900	24250	25550	26850	28100	29350	30500
MEDIAN	19050	20100	21200	22250	23300	24350	25350	26300	27200
LOWER QUARTILE	18050	18850	19700	20550	21350	22150	22900	23650	24350
LOWER DECILE	17150	17800	18500	19150	19750	20400	20950	21550	22050
MEAN	19150	20300	21400	22500	23600	24650	25700	26700	27600
TOTAL NUMBER	113	75	78	62	76	98	100	96	75
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

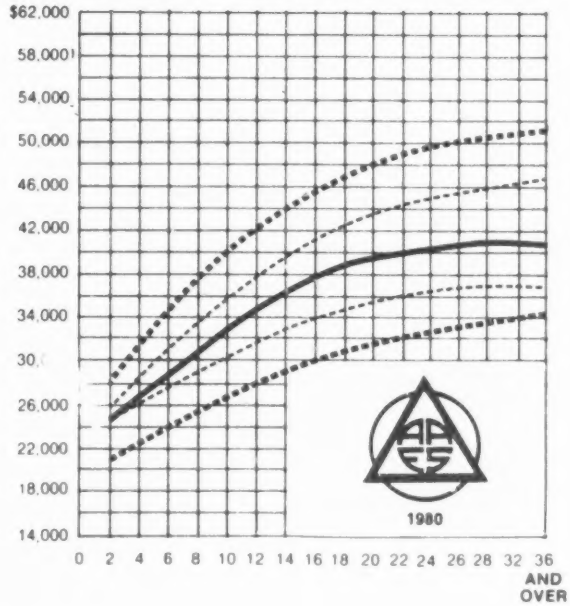
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35900	39300	42000	44050	45500	46450	47050	47450	47600
UPPER QUARTILE	32600	35250	37300	38800	39850	40550	41000	41300	41400
MEDIAN	28900	30950	32550	33650	34350	34850	35150	35350	35450
LOWER QUARTILE	25700	27350	28600	29450	30050	30350	30550	30650	30650
LOWER DECILE	23050	24300	25300	26050	26600	27000	27250	27500	27650
MEAN	29350	31500	33200	34450	35300	35900	36250	36500	36600
TOTAL NUMBER	246	179	228	169	115	126	121	172	193
OVER $51000	0	0	4	4	11	5	10	13	9
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

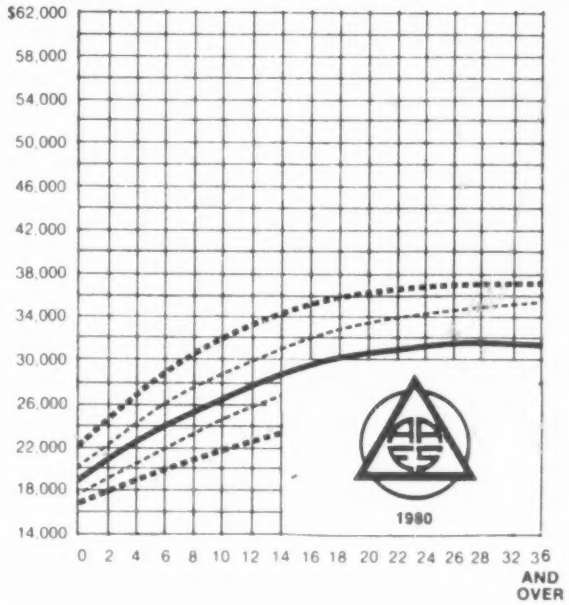
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	27400	29400	31300	33200	35000	36700	38300
UPPER QUARTILE	0	0	25750	27550	29250	30900	32500	34000	35400
MEDIAN	0	0	24550	25950	27250	28550	29750	30900	32000
LOWER QUARTILE	0	0	24550	25550	26500	27400	28250	29050	29850
LOWER DECILE	0	0	21300	22350	23350	24300	25250	26100	26900
MEAN	0	0	24500	26000	27400	28800	30100	31350	32550
TOTAL NUMBER	1	4	8	5	6	9	9	15	10
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41150	44500	46900	48500	49550	50150	50500	50700	50800
UPPER QUARTILE	37850	40750	42800	44200	45050	45600	45900	46050	46150
MEDIAN	33950	36400	38150	39450	40300	40850	41200	41400	41500
LOWER QUARTILE	31250	33000	34400	35400	36100	36600	36950	37200	37350
LOWER DECILE	28400	30150	31500	32400	33050	33500	33750	33950	34050
MEAN	34600	37050	38800	40000	40800	41300	41600	41800	41850
TOTAL NUMBER	40	63	88	67	52	51	53	87	80
OVER $51000	0	0	4	4	11	5	10	12	9
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21050	22600	24150	25650	27050	28350	29550	30650	31600
UPPER QUARTILE	20000	21350	22700	24000	25250	26400	27500	28450	29350
MEDIAN	18950	20000	21050	22100	23050	24000	24900	25700	26500
LOWER QUARTILE	17950	18800	19650	20500	21250	22000	22700	23350	23950
LOWER DECILE	17200	17850	18450	19000	19550	20100	20650	21100	21600
MEAN	19100	20200	21250	22300	23250	24200	25050	25850	26600
TOTAL NUMBER	112	71	70	57	70	89	91	81	65
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33250	35100	36250	36950	37400	37650	37800	37850	37850
UPPER QUARTILE	30850	32450	33450	34050	34400	34600	34700	34750	34800
MEDIAN	27850	29350	30350	30900	31200	31300	31350	31300	31300
LOWER QUARTILE	25000	26250	27100	27650	28000	28200	28300	28350	28400
LOWER DECILE	22400	23500	24350	25000	25450	25800	26050	26200	26350
MEAN	27850	29300	30300	30900	31350	31600	31750	31850	31850
TOTAL NUMBER	206	116	140	102	63	75	68	85	113
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile ••••••

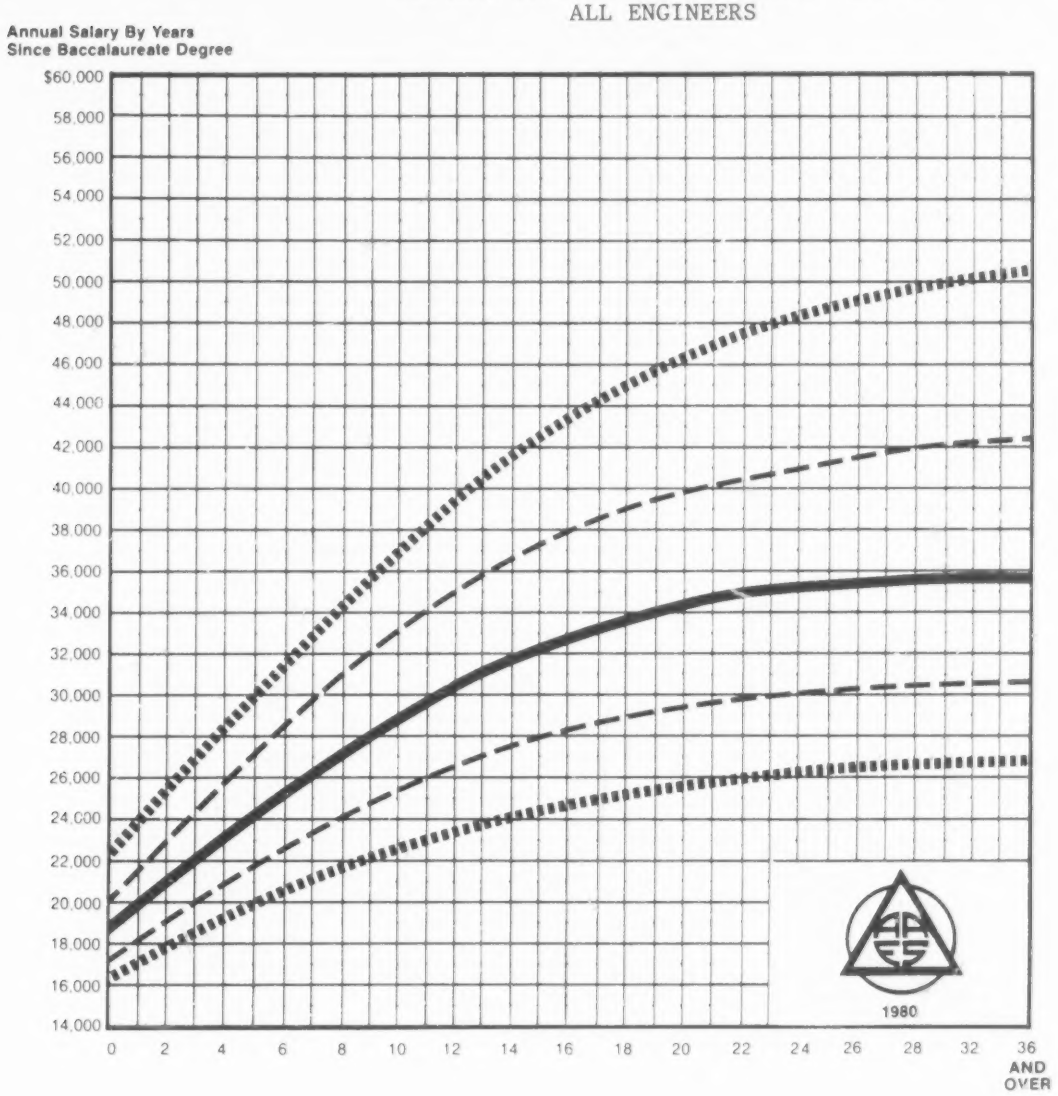
Upper Quartile - - - - -

Median ———

Lower Quartile - - - - -

Lower Decile •••••••

DESIGN, CONSULT & ENGINEERING SERVICES
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22050	23600	25200	26800	28400	29950	31550	33050	34550
UPPER QUARTILE	20250	21650	23100	24500	25900	27250	28600	29850	31050
MEDIAN	18650	19850	21050	22200	23350	24450	25500	26500	27450
LOWER QUARTILE	17100	18100	19100	20100	21050	21950	22800	23600	24400
LOWER DECILE	15900	16750	17550	18350	19150	19850	20550	21200	21800
MEAN	19150	20300	21500	22650	23800	24900	26000	27050	28000
TOTAL NUMBER	431	490	479	423	440	589	609	495	496
OVER $51000	0	0	0	0	0	0	1	1	1
UNDER $14000	4	3	3	0	0	0	0	0	0

LEGEND

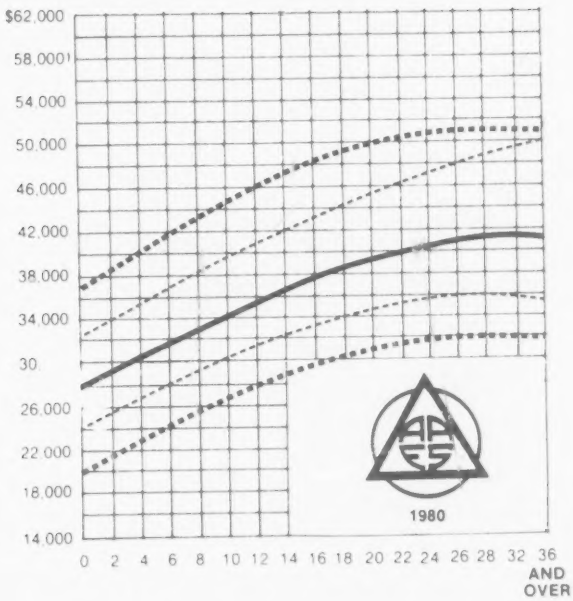
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37350	41000	43950	46200	47800	48900	49650	50200	50450
UPPER QUARTILE	33300	36050	38150	39600	40650	41350	41750	42050	42200
MEDIAN	29200	31250	32800	33850	34600	35050	35350	35550	35650
LOWER QUARTILE	25700	27300	28450	29250	29800	30100	30300	30450	30550
LOWER DECILE	22850	24050	24900	25500	25850	26100	26200	26300	26350
MEAN	29800	32000	33600	34800	35600	36100	36450	36700	36800
TOTAL NUMBER	1366	1156	959	799	629	528	621	682	777
OVER $51000	3	16	35	43	41	27	62	58	94
UNDER $14000	0	0	0	0	0	0	0	0	0

DESIGN, CONSULT & ENGINEERING SERVICE

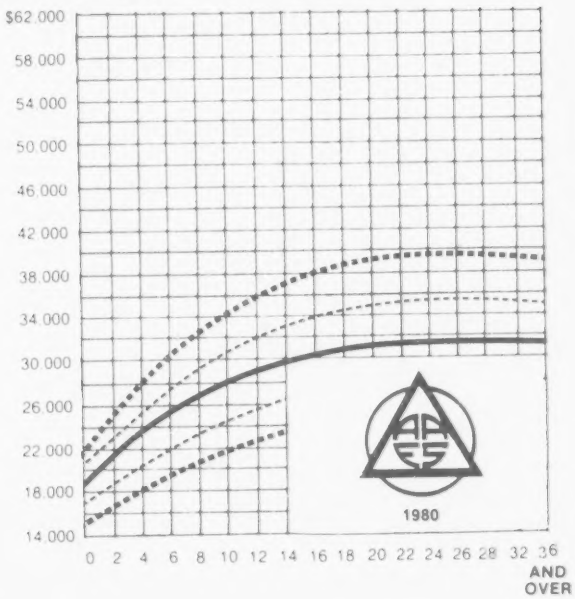
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S	0	1	2	3	4	5	6	7	8
UPPER DECILE	37250	38050	38900	39700	40500	41300	42100	42900	43650
UPPER QUARTILE	33150	33750	34400	35050	35700	36350	36950	37600	38250
MEDIAN	28650	29300	29900	30550	31150	31750	32350	32950	33550
LOWER QUARTILE	24100	24700	25300	25950	26550	27150	27750	28350	28950
LOWER DECILE	20950	21550	22150	22700	23300	23900	24450	25050	25600
MEAN	28800	29450	30150	30800	31450	32100	32750	33400	34000
TOTAL NUMBER	13	6	6	9	8	27	43	39	40
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	45100	47050	48700	50050	51000	51600	51800	51650	50550
UPPER QUARTILE	39500	41300	43050	44600	46050	47250	48300	49250	50100
MEDIAN	34700	36300	37750	39000	40000	40750	41250	41600	41450
LOWER QUARTILE	30100	31700	33100	34250	35150	35800	36100	36150	35500
LOWER DECILE	26650	28150	29450	30500	31300	31800	32050	32100	31550
MEAN	35200	36850	38350	39600	40550	41300	41800	42100	42000
TOTAL NUMBER	250	328	327	294	250	240	335	360	375
OVER $51000	2	15	33	36	37	26	60	58	90
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

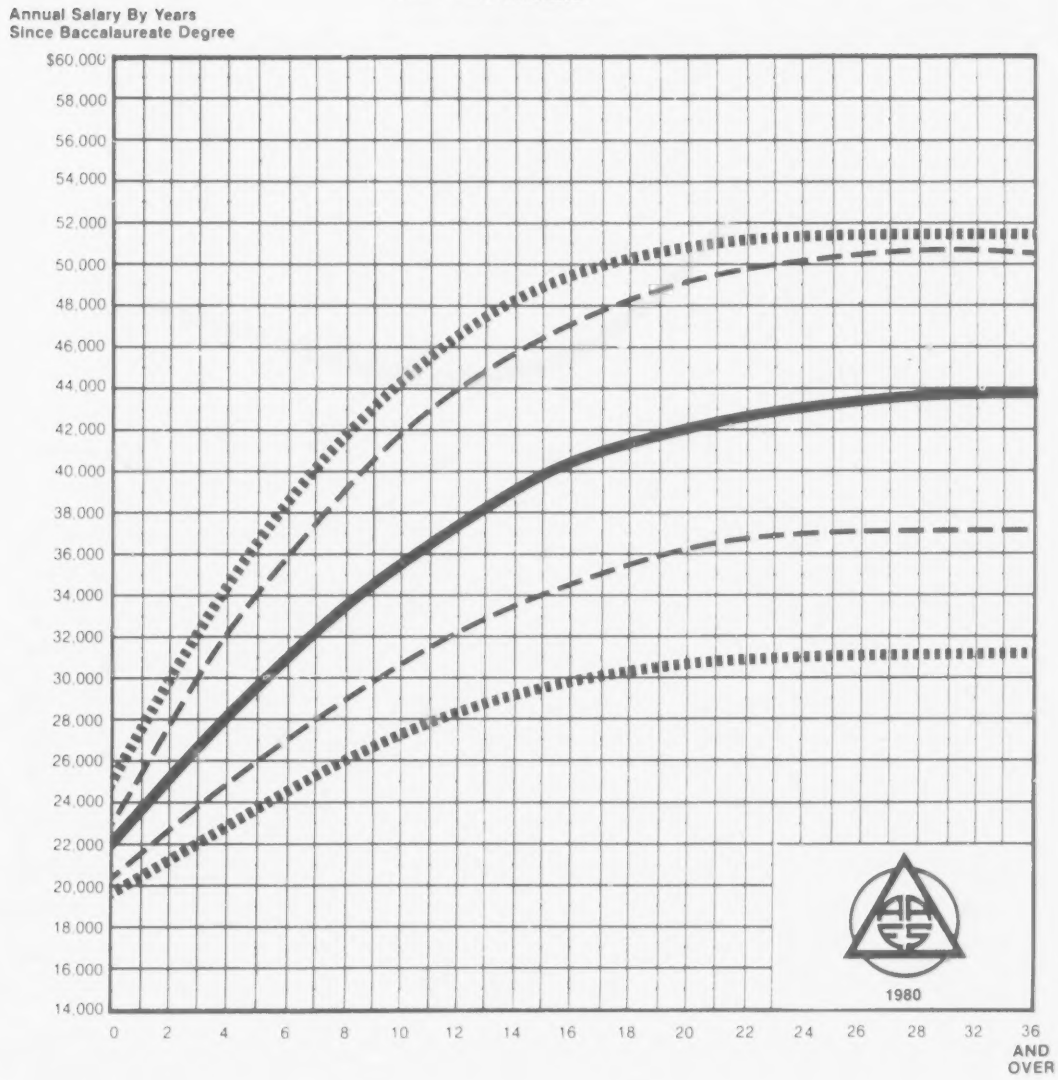
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21550	23250	24950	26600	28200	29650	31050	32300	33400
UPPER QUARTILE	20050	21550	23050	24450	25850	27100	28300	29400	30350
MEDIAN	18550	19800	21000	22200	23300	24350	25350	26250	27050
LOWER QUARTILE	17050	18100	19100	20100	21000	21900	22700	23450	24100
LOWER DECILE	15850	16700	17550	18350	19100	19800	20400	20950	21450
MEAN	18750	20050	21300	22500	23650	24700	25700	26600	27400
TOTAL NUMBER	418	484	473	414	432	561	565	455	455
OVER $51000	0	0	0	0	0	0	1	1	0
UNDER $14000	4	3	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35300	37200	38350	39000	39300	39500	39550	39600	39650
UPPER QUARTILE	32000	33650	34550	35050	35250	35350	35400	35400	35400
MEDIAN	28400	29800	30600	31050	31250	31300	31350	31350	31350
LOWER QUARTILE	25200	26350	26950	27300	27400	27450	27400	27400	27350
LOWER DECILE	22300	23150	23650	23900	24050	24150	24150	24200	24200
MEAN	28700	30100	30850	31300	31500	31600	31650	31650	31650
TOTAL NUMBER	1116	828	632	505	379	288	286	321	401
OVER $51000	1	1	2	7	4	1	2	0	4
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ——————
Lower Quartile - - - - -
Lower Decile •••••••

MINING
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24600	27200	29850	32350	34800	37050	39100	41000	42700
UPPER QUARTILE	23050	25250	27450	29600	31700	33750	35650	37450	39100
MEDIAN	22300	23850	25450	27000	28500	29950	31300	32650	33850
LOWER QUARTILE	20550	21700	22850	24000	25100	26200	27250	28200	29150
LOWER DECILE	19550	20600	21600	22550	23500	24350	25100	25850	26500
MEAN	22100	23800	25500	27150	28800	30300	31750	33100	34350
TOTAL NUMBER	18	14	24	13	26	18	23	12	12
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

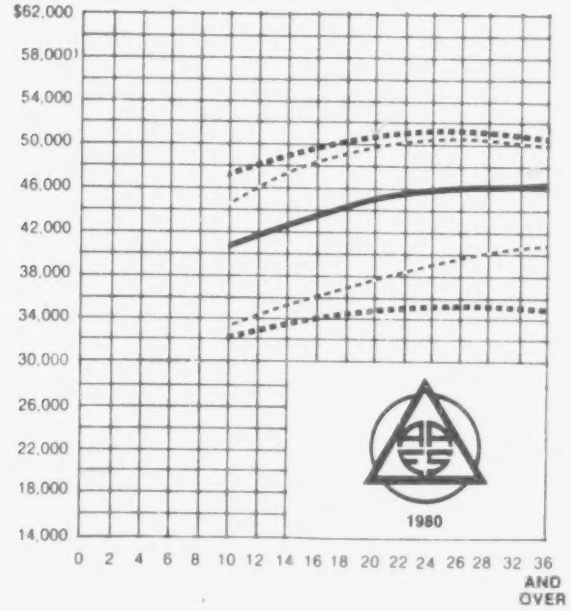
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	45500	48350	49950	50850	51250	51400	51500	51500	51500
UPPER QUARTILE	42000	45300	47500	48850	49700	50100	50300	50450	50450
MEDIAN	36050	38650	40550	41850	42700	43200	43550	43750	43850
LOWER QUARTILE	30800	32800	34300	35300	35950	36400	36650	36800	36900
LOWER DECILE	27600	28850	29750	30300	30650	30850	31000	31100	31100
MEAN	36550	39000	40700	41800	42450	42900	43100	43250	43300
TOTAL NUMBER	28	20	31	22	20	19	25	19	18
OVER $51000	1	3	6	5	6	4	8	9	6
UNDER $14000	0	0	0	0	0	0	0	0	0

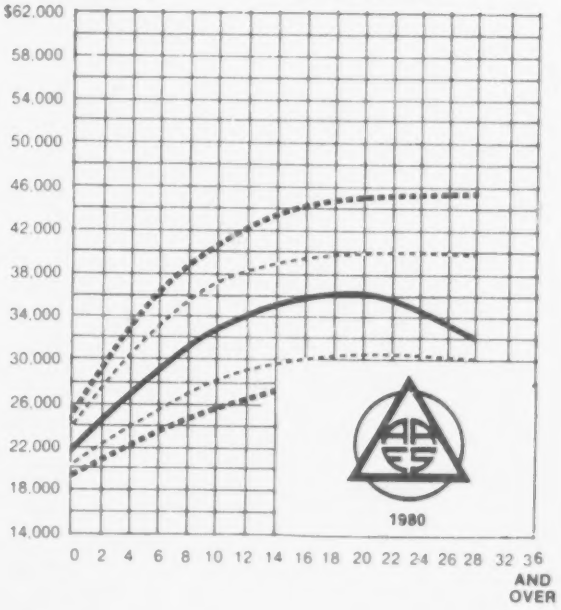
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	42150	43200	44200	0	0
UPPER QUARTILE	0	0	0	0	30050	32750	35400	0	0
MEDIAN	0	0	0	0	29250	31450	33450	0	0
LOWER QUARTILE	0	0	0	0	30150	30650	31200	0	0
LOWER DECILE	0	0	0	0	25850	27950	29700	0	0
MEAN	0	0	0	0	30850	32800	34600	0	0
TOTAL NUMBER	0	0	2	3	8	6	5	2	4
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	47550	49300	50500	51150	51450	51450	51300	51050	50700
UPPER QUARTILE	44500	48850	51050	51800	51750	51400	51100	50750	50600
MEDIAN	39800	42650	44300	45200	45700	45950	46050	46150	46150
LOWER QUARTILE	33300	34800	36200	37500	38600	39500	40150	40550	40100
LOWER DECILE	33400	34250	34450	34500	34550	34550	34500	34500	34500
MEAN	40150	42550	43950	44750	45150	45350	45450	45500	45550
TOTAL NUMBER	15	11	19	13	15	13	19	15	16
OVER $51000	1	3	6	4	6	4	8	8	6
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24450	27250	29900	32300	34400	36250	37750	39050	40100
UPPER QUARTILE	22700	25300	27800	30000	32000	33650	35000	36150	37000
MEDIAN	22200	23300	24400	25550	26650	27800	28900	29950	31000
LOWER QUARTILE	20600	21650	22700	23700	24650	25500	26350	27100	27750
LOWER DECILE	19400	20550	21600	22550	23400	24100	24650	25150	25500
MEAN	21950	23650	25300	26800	28200	29450	30500	31450	32200
TOTAL NUMBER	18	14	22	10	18	12	18	10	8
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

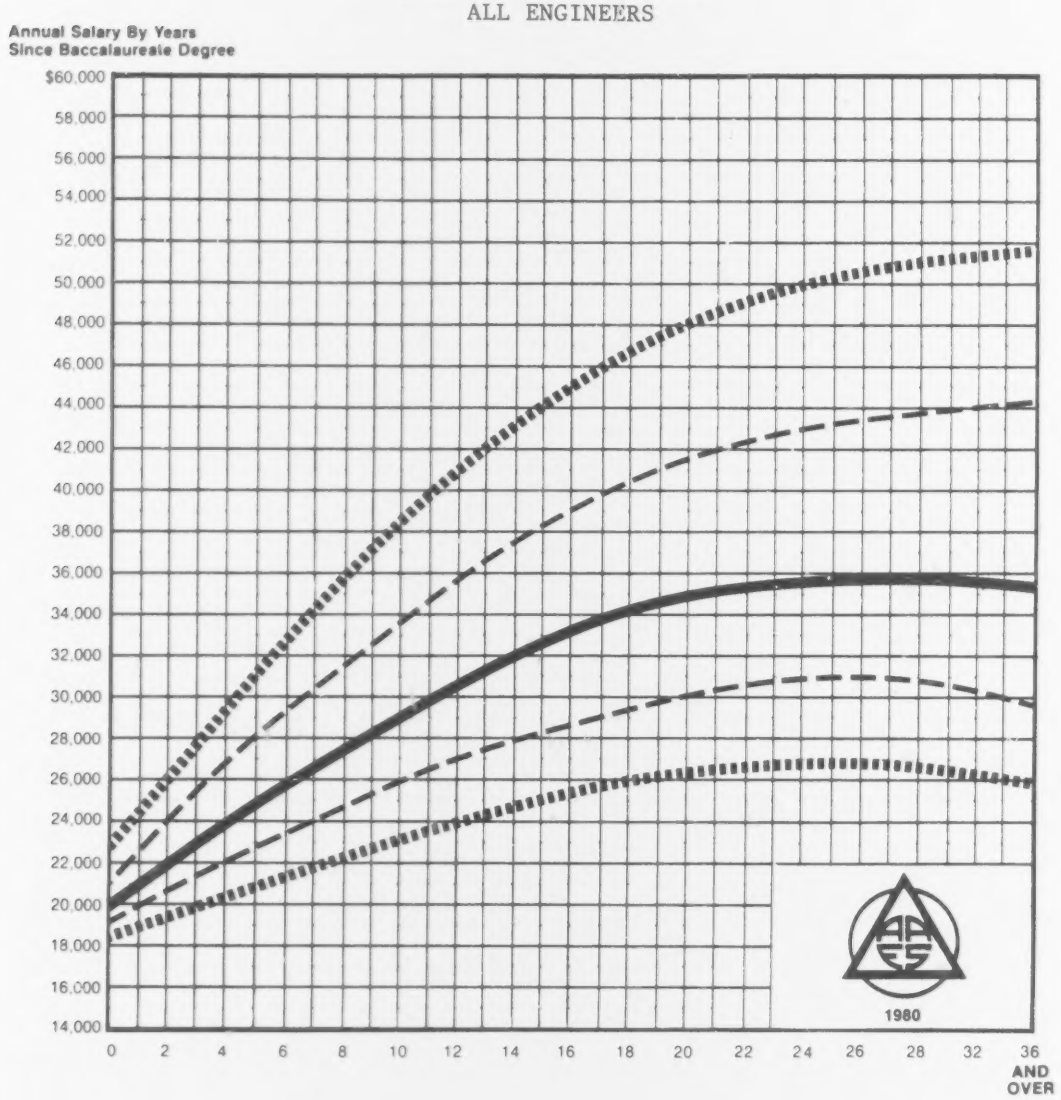
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41650	43050	43700	44050	44150	44250	44250	0	0
UPPER QUARTILE	38150	39000	39300	39400	39450	39450	39450	0	0
MEDIAN	32900	35100	36300	36550	35900	34600	32900	0	0
LOWER QUARTILE	28850	29950	30450	30500	30350	30050	29750	0	0
LOWER DECILE	26000	26250	26200	26000	25850	25700	25600	0	0
MEAN	33400	34450	34950	35200	35300	35300	35350	0	0
TOTAL NUMBER	13	9	12	9	5	6	6	4	2
OVER $51000	0	0	0	1	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 196

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ——————
Lower Quartile - - - - -
Lower Decile •••••••

RESEARCH & DEVELOPMENT
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22450	24050	25750	27400	29100	30800	32450	34100	35650
UPPER QUARTILE	21200	22600	23950	25350	26700	28050	29350	30650	31900
MEDIAN	20100	21050	22050	23100	24100	25100	26050	27050	27950
LOWER QUARTILE	19050	19800	20500	21250	21950	22650	23400	24050	24750
LOWER DECILE	18150	18700	19250	19800	20350	20850	21400	21900	22400
MEAN	20250	21300	22350	23450	24500	25550	26600	27600	28600
TOTAL NUMBER	317	339	310	256	239	268	249	231	193
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

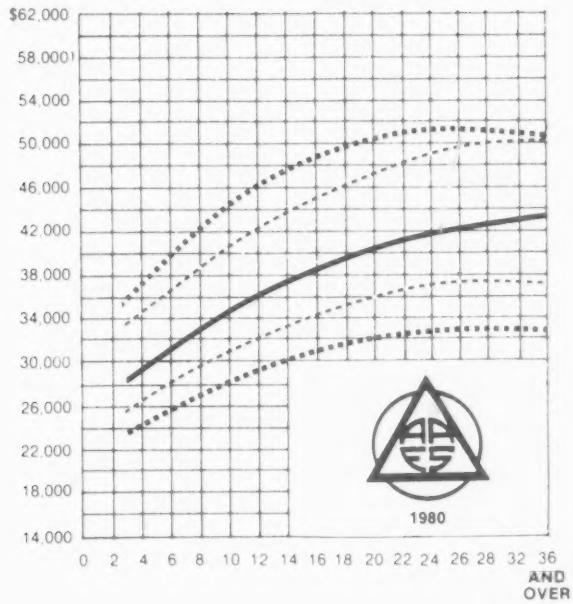
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38650	42550	45650	47950	49550	50550	51150	51500	51650
UPPER QUARTILE	34200	37200	39550	41300	42500	43300	43750	44050	44150
MEDIAN	29700	31900	33600	34750	35450	35700	35750	35600	35250
LOWER QUARTILE	26000	27650	28950	29850	30400	30650	30600	30300	29600
LOWER DECILE	23300	24500	25450	26100	26500	26600	26550	26200	25400
MEAN	30450	32750	34550	35800	36550	36950	37100	37100	36950
TOTAL NUMBER	702	585	441	372	320	245	352	341	318
OVER $51000	1	6	18	21	34	25	41	34	46
UNDER $14000	0	1	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

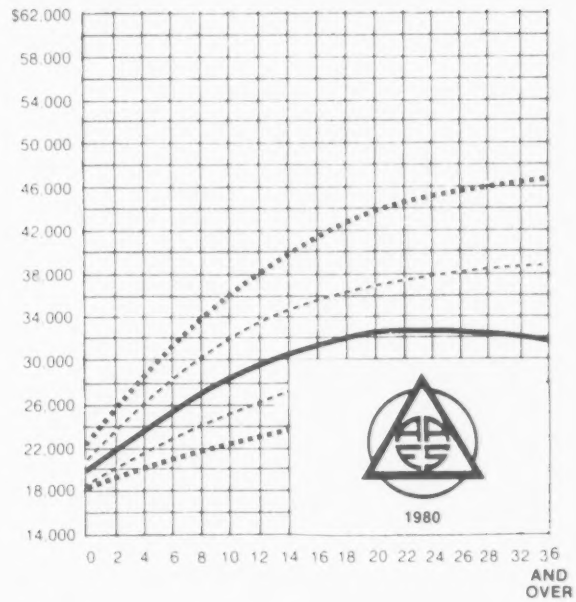
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	35350	36850	38300	39700	41050	42350
UPPER QUARTILE	0	0	0	33350	34350	35350	36350	37350	38350
MEDIAN	0	0	0	28550	29550	30550	31550	32450	33350
LOWER QUARTILE	0	0	0	25150	26250	27300	28300	29300	30200
LOWER DECILE	0	0	0	23550	24400	25250	26050	26800	27500
MEAN	0	0	0	29250	30300	31350	32400	33350	34300
TOTAL NUMBER	2	2	4	6	7	21	12	19	33
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	44700	47550	49600	50850	51450	51600	51450	51100	50600
UPPER QUARTILE	40250	42900	45200	47100	48600	49600	50250	50600	50450
MEDIAN	35050	37300	39100	40450	41500	42200	42700	43100	43350
LOWER QUARTILE	31800	33750	35150	36100	36700	37100	37300	37450	37550
LOWER DECILE	28850	30450	31600	32400	32800	32950	33000	32850	32700
MEAN	36050	38250	40000	41250	42100	42700	43050	43300	43400
TOTAL NUMBER	122	139	130	118	103	75	133	133	99
OVER $51000	1	5	14	16	24	18	28	28	34
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22500	24050	25550	27100	28600	30050	31500	32850	34150
UPPER QUARTILE	21200	22550	23900	25250	26500	27700	28800	29900	30850
MEDIAN	20100	21050	22000	22950	23900	24800	25700	26500	27300
LOWER QUARTILE	19100	19800	20500	21200	21850	22500	23150	23750	24350
LOWER DECILE	18150	18700	19250	19750	20300	20750	21250	21700	22150
MEAN	20250	21250	22250	23250	24200	25150	26100	26950	27800
TOTAL NUMBER	315	337	306	250	232	247	236	211	160
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

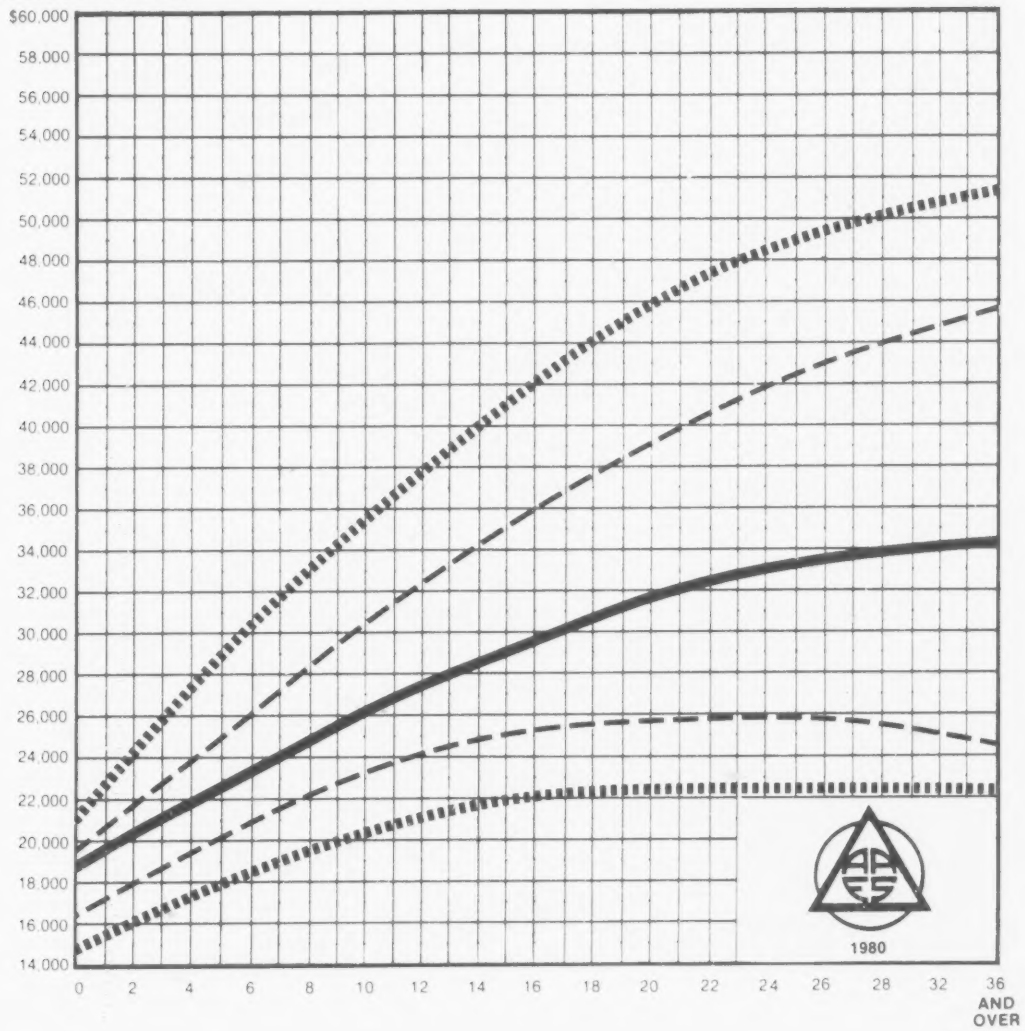
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36550	39550	41900	43550	44700	45400	45850	46100	46200
UPPER QUARTILE	32600	34650	36100	37050	37650	38050	38250	38350	38400
MEDIAN	28700	30400	31550	32200	32450	32500	32400	32200	31900
LOWER QUARTILE	25400	26700	27600	28150	28450	28450	28350	28050	27550
LOWER DECILE	22950	23900	24550	24950	25100	25100	24900	24550	23950
MEAN	29300	31100	32400	33200	33600	33800	33800	33700	33550
TOTAL NUMBER	579	446	310	254	216	169	219	207	218
OVER $51000	0	1	4	5	10	7	13	6	12
UNDER $14000	0	1	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

COMMUNICATIONS SERVICES
ALL ENGINEERS

Annual Salary By Years
Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21600	22950	24350	25750	27150	28550	30000	31400	32800
UPPER QUARTILE	19900	20900	22000	23050	24150	25250	26350	27450	28550
MEDIAN	18400	19300	20200	21100	22000	22900	23700	24550	25350
LOWER QUARTILE	16050	16950	17850	18700	19600	20400	21150	21900	22550
LOWER DECILE	14750	15500	16250	16950	17600	18250	18800	19350	19850
MEAN	18250	19200	20200	21200	22200	23150	24100	25000	25900
TOTAL NUMBER	27	18	22	26	17	19	13	17	18
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	2	0	0	0	1	1	0	0	0

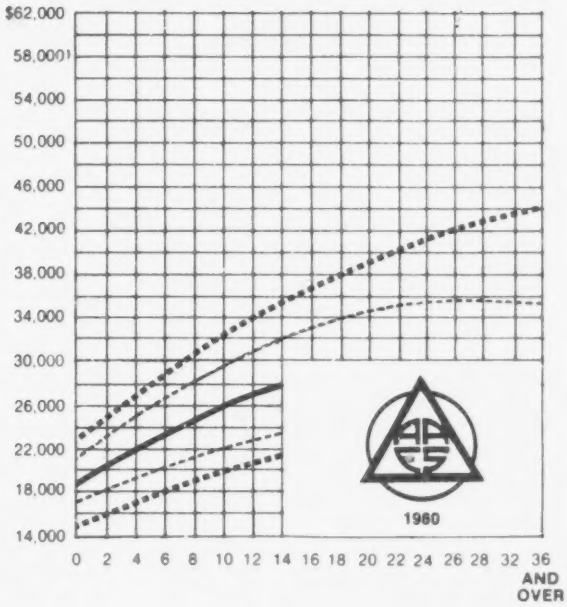
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35550	39300	42600	45350	47450	49000	50050	50850	51250
UPPER QUARTILE	30700	33750	36550	38900	40900	42450	43650	44700	45450
MEDIAN	26800	28750	30300	31550	32450	33100	33550	33850	34050
LOWER QUARTILE	23650	24800	25450	25650	25600	25450	25200	24950	24750
LOWER DECILE	20650	21500	21950	22200	22250	22250	22150	22100	22050
MEAN	27600	29800	31600	33000	34050	34800	35350	35750	36000
TOTAL NUMBER	58	46	45	40	26	18	35	34	22
OVER $51000	0	0	3	2	1	1	4	8	6
UNDER $14000	0	1	0	1	0	0	0	0	0

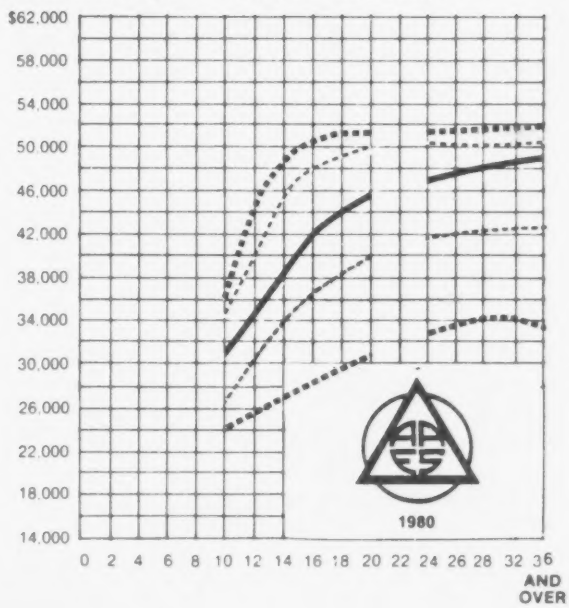
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22700	23700	24700	25750	26750	27750	28800	29750	30750
UPPER QUARTILE	19900	21100	22250	23400	24550	25650	26700	27700	28600
MEDIAN	18450	19600	20700	21700	22600	23400	24100	24750	25300
LOWER QUARTILE	17150	17850	18550	19150	19800	20350	20900	21400	21800
LOWER DECILE	15050	15700	16400	17000	17650	18200	18750	19200	19650
MEAN	18550	19550	20500	21450	22300	23150	23900	24600	25250
TOTAL NUMBER	24	14	18	22	16	18	12	16	14
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	2	0	0	0	1	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32600	35100	37350	39150	40650	41800	42650	43400	43900
UPPER QUARTILE	30250	32150	33450	34250	34700	34900	34950	35000	35000
MEDIAN	26200	27100	27650	27950	28100	28150	28200	28200	28200
LOWER QUARTILE	22550	23350	23750	23850	23750	23550	23350	23050	22750
LOWER DECILE	20400	21200	21600	21800	21800	21750	21650	21500	21400
MEAN	26400	27750	28700	29300	29700	29950	30100	30200	30250
TOTAL NUMBER	45	39	32	28	22	13	21	22	14
OVER $51000	0	0	0	0	0	0	1	2	2
UNDER $14000	0	1	0	1	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	3	4	4	4	1	1	1	1	4
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

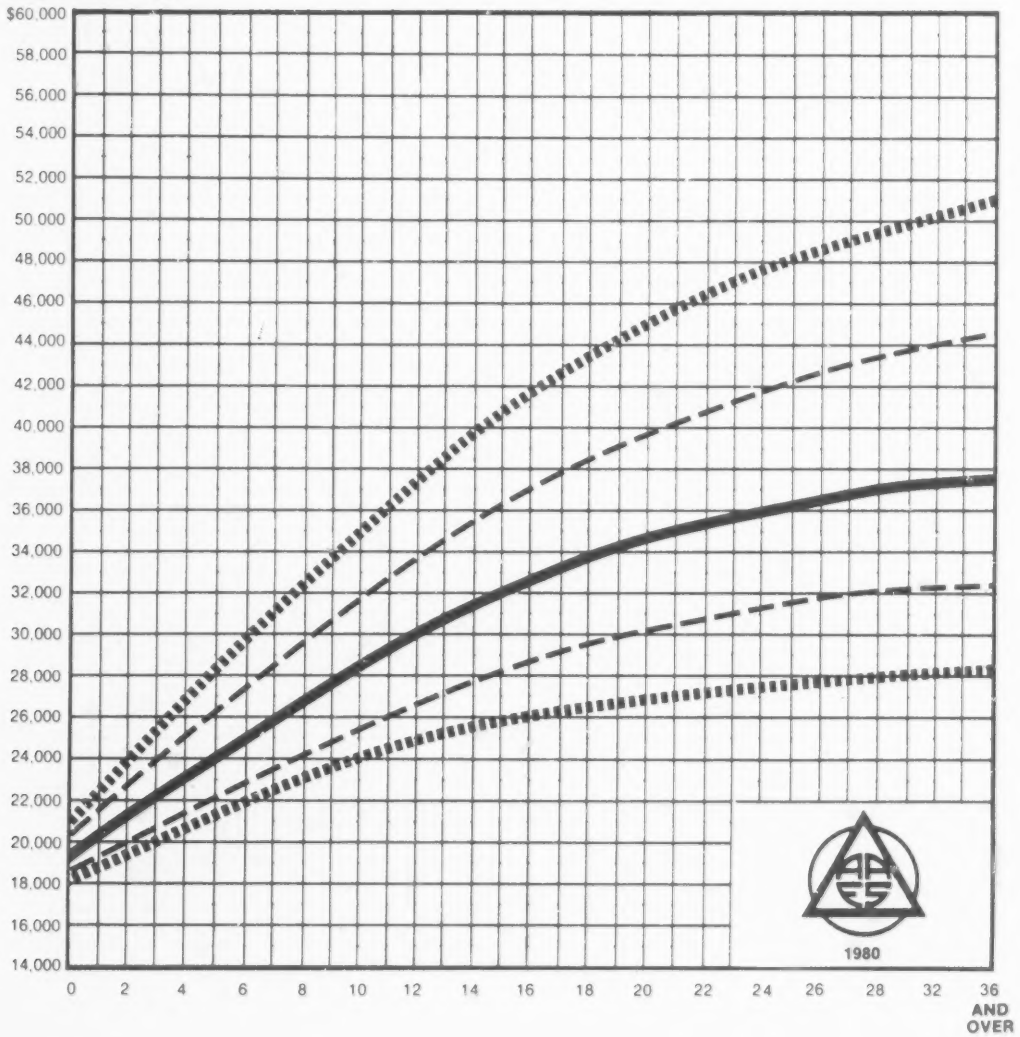
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36800	48900	51000	51100	0	51050	51050	51050	51050
UPPER QUARTILE	35500	46950	49600	50100	0	50250	50250	50250	50250
MEDIAN	30050	37900	43000	45800	0	47800	48050	48200	48250
LOWER QUARTILE	27900	33150	37050	39600	0	42000	42500	42750	42800
LOWER DECILE	24400	26450	28450	30400	0	33550	34550	35000	33500
MEAN	31300	38600	42550	44350	0	45500	45600	45650	45650
TOTAL NUMBER	13	7	13	12	4	5	14	12	8
OVER $51000	0	0	3	2	1	1	3	6	4
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile ••••••
- Upper Quartile - - - - -
- Median ——————
- Lower Quartile - - - - -
- Lower Decile •••••••

ELECTRIC UTILITIES
ALL ENGINEERS

Annual Salary By Years
Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21250	22550	23850	25150	26550	27900	29250	30650	32000
UPPER QUARTILE	20250	21350	22500	23600	24750	25900	27050	28200	29300
MEDIAN	19450	20350	21300	22200	23150	24050	24950	25850	26750
LOWER QUARTILE	18750	19550	20300	21100	21850	22600	23300	24000	24650
LOWER DECILE	18250	18850	19500	20100	20700	21300	21850	22350	22900
MEAN	19700	20650	21600	22600	23550	24500	25450	26350	27250
TOTAL NUMBER	700	723	683	641	608	772	857	865	854
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	1	0	0	0	0	0

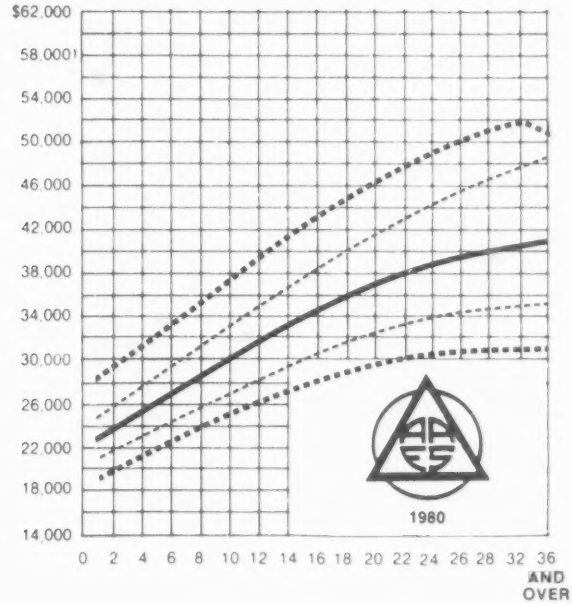
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34650	38400	41700	44450	46700	48400	49600	50600	51200
UPPER QUARTILE	31450	34450	37050	39200	40950	42250	43200	44050	44550
MEDIAN	28450	30750	32700	34250	35450	36300	36900	37400	37750
LOWER QUARTILE	25900	27550	28900	29950	30750	31350	31750	32050	32200
LOWER DECILE	23850	25050	26000	26700	27200	27550	27750	27950	28050
MEAN	28950	31300	33250	34900	36150	37100	37800	38400	38750
TOTAL NUMBER	2010	1210	1023	894	759	599	1002	1119	719
OVER $51000	3	5	10	36	41	39	94	150	113
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

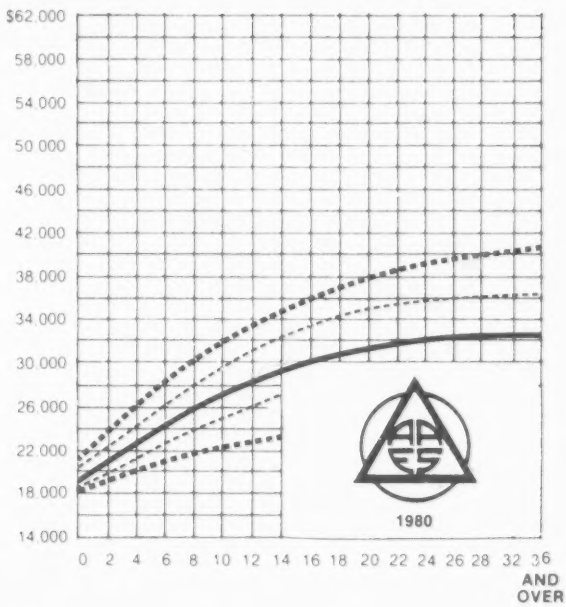
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	28400	29350	30250	31200	32200	33200	34200	35250
UPPER QUARTILE	0	25400	26300	27200	28100	29050	29950	30900	31850
MEDIAN	0	23150	23950	24750	25600	26450	27250	28100	28900
LOWER QUARTILE	0	21400	22150	22850	23600	24300	25050	25750	26450
LOWER DECILE	0	19600	20400	21200	21950	22700	23400	24100	24750
MEAN	0	23950	24750	25550	26350	27150	27950	28750	29550
TOTAL NUMBER	2	12	30	36	68	119	144	220	265
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37300	40450	43500	46350	48750	50650	51850	52250	50150
UPPER QUARTILE	33700	36450	39050	41400	43500	45200	46550	47800	48850
MEDIAN	30550	32800	34850	36600	38050	39200	40050	40750	41300
LOWER QUARTILE	27800	29700	31350	32650	33650	34400	34800	35100	35050
LOWER DECILE	25900	27350	28500	29100	30000	30450	30750	30950	31100
MEAN	31150	33400	35500	37300	38800	39950	40750	41300	41350
TOTAL NUMBER	786	521	542	568	472	359	637	787	476
OVER $51000	2	5	9	35	41	36	90	143	103
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21050	22350	23600	24850	26050	27250	28400	29500	30550
UPPER QUARTILE	20200	21250	22350	23400	24500	25500	26500	27450	28350
MEDIAN	19450	20350	21250	22100	22950	23800	24600	25350	26100
LOWER QUARTILE	18750	19550	20300	21050	21750	22400	23000	23600	24100
LOWER DECILE	18200	18850	19500	20050	20600	21100	21600	22000	22400
MEAN	19600	20550	21500	22400	23250	24100	24900	25650	26350
TOTAL NUMBER	698	711	653	605	540	653	713	645	589
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	0	0	0	0	0	0

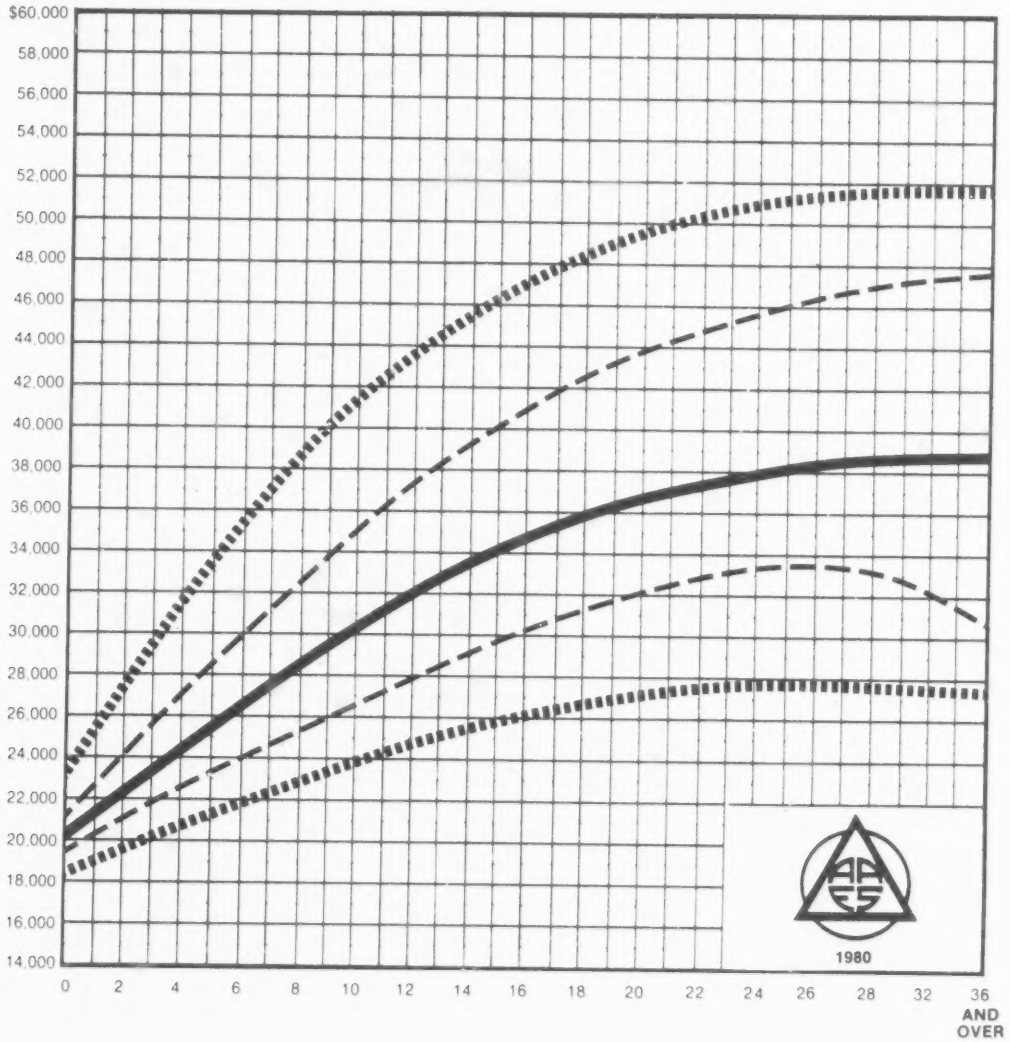
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32500	34950	36800	38200	39150	39800	40250	40550	40700
UPPER QUARTILE	30000	32050	33550	34650	35350	35750	36050	36200	36300
MEDIAN	27400	29000	30200	31000	31550	31850	32000	32050	32100
LOWER QUARTILE	25050	26150	26950	27500	27900	28150	28300	28400	28450
LOWER DECILE	23100	23900	24450	24850	25100	25300	25400	25450	25500
MEAN	27650	29200	30400	31250	31900	32300	32550	32750	32850
TOTAL NUMBER	1224	689	481	326	287	240	365	332	243
OVER $51000	1	0	1	1	0	3	4	7	10
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

GAS UTILITIES
ALL ENGINEERS

Annual Salary By Years
Since Baccalaureate Degree

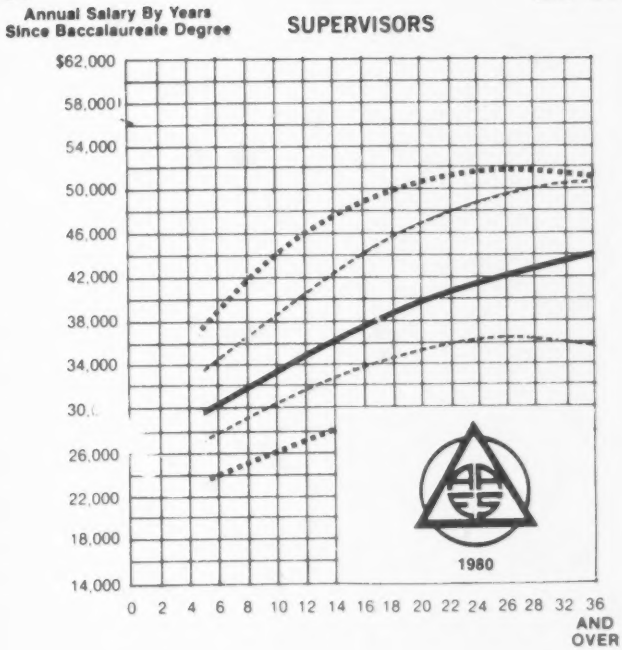


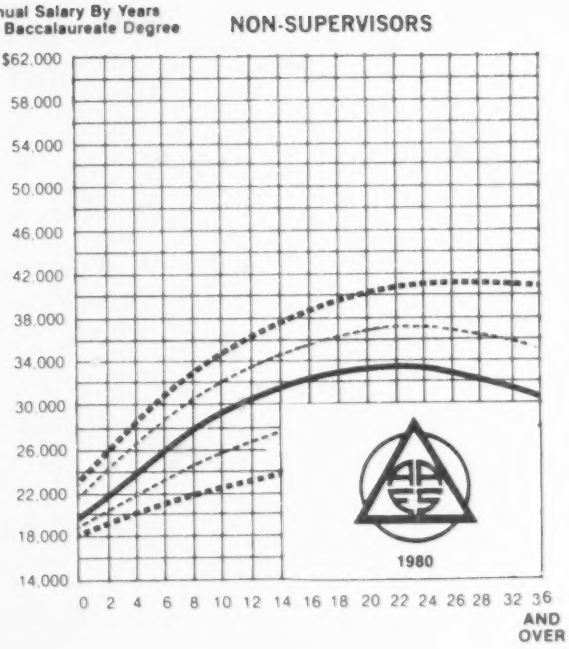
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23000	24950	26900	28850	30800	32700	34500	36300	37950
UPPER QUARTILE	21200	22600	24000	25400	26800	28200	29600	30950	32300
MEDIAN	20500	21450	22500	23500	24500	25550	26550	27550	28500
LOWER QUARTILE	19650	20350	21050	21750	22500	23200	23950	24650	25350
LOWER DECILE	18450	19050	19650	20250	20800	21400	21950	22450	23000
MEAN	20700	21800	22950	24100	25200	26350	27450	28500	29550
TOTAL NUMBER	80	67	62	58	74	67	64	58	53
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41050	44750	47500	49300	50400	51050	51350	51500	51550
UPPER QUARTILE	34850	38250	41100	43300	45000	46200	47000	47600	47950
MEDIAN	30400	32900	34950	36550	37650	38300	38700	38900	38900
LOWER QUARTILE	26800	28750	30500	31850	32750	33200	33200	32650	30850
LOWER DECILE	23950	25200	26200	26950	27400	27700	27800	27800	27600
MEAN	31450	33950	35900	37300	38300	38950	39350	39600	39800
TOTAL NUMBER	191	99	97	100	85	63	161	159	123
OVER $51000	2	3	10	10	11	8	22	30	28
UNDER $14000	0	0	0	0	0	0	0	1	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	37300	38950	40500	42000
UPPER QUARTILE	0	0	0	0	0	33650	34750	35800	36850
MEDIAN	0	0	0	0	0	29400	30300	31150	32000
LOWER QUARTILE	0	0	0	0	0	26600	27150	27750	28350
LOWER DECILE	0	0	0	0	0	23700	24200	24700	25200
MEAN	0	0	0	0	0	30450	31350	32200	33050
TOTAL NUMBER	0	2	1	1	1	5	11	12	12
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	44700	47800	49850	50950	51400	51450	51350	51050	50750
UPPER QUARTILE	38950	41850	44400	46550	48250	49450	50200	50750	50800
MEDIAN	33600	35850	37800	39500	40900	42000	42800	43600	44250
LOWER QUARTILE	29450	31150	32700	34100	35250	36100	36650	36750	35350
LOWER DECILE	26200	27600	28950	30050	30950	31550	31800	31650	30000
MEAN	34650	36850	38650	40150	41250	42050	42550	42900	43050
TOTAL NUMBER	72	43	58	58	51	50	100	110	87
OVER $51000	2	3	10	9	10	8	21	30	28
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

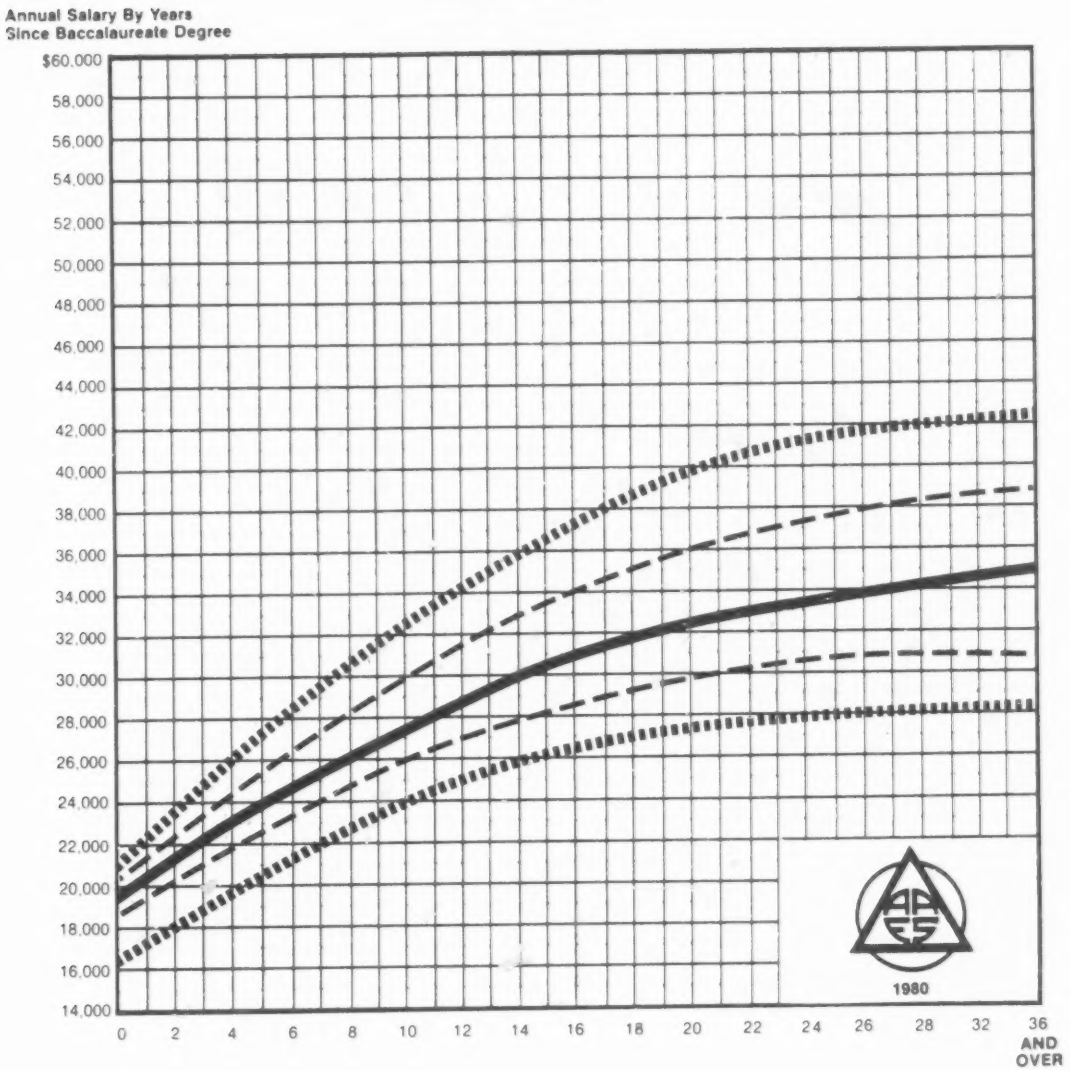
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23100	25000	26850	28550	30100	31550	32850	34050	35050
UPPER QUARTILE	21450	22650	23850	25100	26350	27600	28800	29950	31050
MEDIAN	20650	21550	22450	23350	24250	25100	26000	26850	27650
LOWER QUARTILE	19650	20350	21050	21700	22400	23050	23700	24300	24900
LOWER DECILE	18500	19100	19650	20150	20650	21050	21500	21850	22200
MEAN	20850	21850	22850	23850	24850	25800	26700	27550	28350
TOTAL NUMBER	80	65	61	57	73	62	53	46	41
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36750	38500	39550	40150	40500	40650	40750	40800	40800
UPPER QUARTILE	33100	35500	37000	37650	37650	37150	36400	35350	34050
MEDIAN	29150	31050	32450	33250	33500	33350	32900	32050	30700
LOWER QUARTILE	26000	27400	28400	29000	29250	29200	28850	28250	27150
LOWER DECILE	22800	23450	23950	24300	24550	24650	24750	24800	24850
MEAN	29800	31500	32550	33050	33200	33050	32750	32350	31850
TOTAL NUMBER	119	56	39	42	34	13	61	49	36
OVER $51000	0	0	0	1	1	0	1	0	0
UNDER $14000	0	0	0	0	0	0	0	1	0

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ——————
Lower Quartile - - - - -
Lower Decile •••••••

FEDERAL GOVERNMENT
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21000	22250	23450	24700	25950	27150	28300	29450	30550
UPPER QUARTILE	20350	21400	22400	23450	24450	25450	26400	27350	28250
MEDIAN	19750	20600	21500	22350	23200	24000	24800	25550	26300
LOWER QUARTILE	18450	19350	20200	21050	21900	22700	23450	24150	24800
LOWER DECILE	16150	17150	18150	19150	20050	20900	21700	22450	23150
MEAN	19450	20400	21350	22250	23200	24100	24950	25800	26600
TOTAL NUMBER	144	232	309	249	337	435	335	324	339
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	2	0	3	5	0	0	0	1

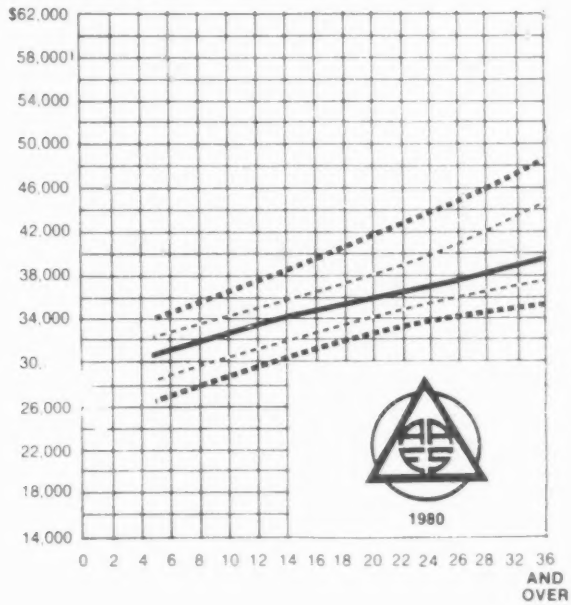
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32650	35350	37550	39200	40450	41350	41950	42400	42650
UPPER QUARTILE	29950	32250	34100	35600	36750	37550	38100	38550	38800
MEDIAN	27700	29450	30950	32100	32950	33600	34050	34400	34550
LOWER QUARTILE	26050	27500	28650	29500	30050	30450	30700	30900	30950
LOWER DECILE	24350	25700	26650	27250	27650	27850	27950	28050	28050
MEAN	28100	30000	31550	32750	33650	34300	34700	35050	35200
TOTAL NUMBER	1336	970	855	638	566	508	620	578	359
OVER $51000	0	0	1	1	3	1	1	5	5
UNDER $14000	4	1	1	0	0	0	1	0	0

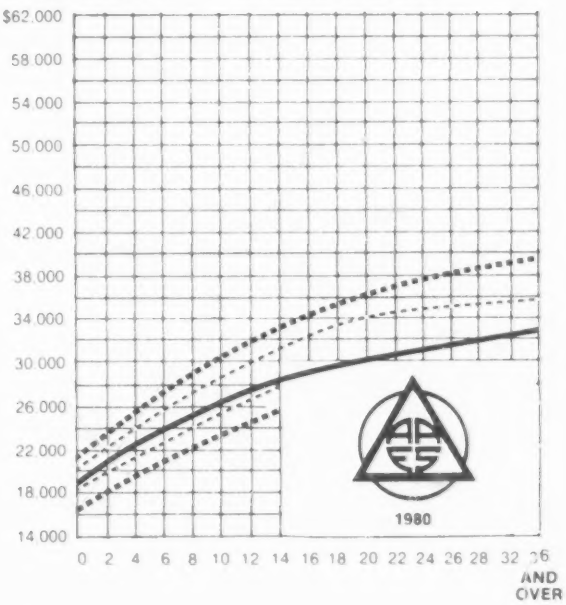
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	34350	34850	35350	35850
UPPER QUARTILE	0	0	0	0	0	33550	33700	33900	34100
MEDIAN	0	0	0	0	0	31500	31850	32200	32550
LOWER QUARTILE	0	0	0	0	0	28350	28900	29400	29900
LOWER DECILE	0	0	0	0	0	26800	27200	27650	28050
MEAN	0	0	0	0	0	31050	31500	31900	32300
TOTAL NUMBER	0	0	0	0	3	14	20	26	18
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36900	38450	39950	41450	42950	44350	45650	47200	49200
UPPER QUARTILE	34600	35550	36650	37900	39200	40550	41850	43400	45250
MEDIAN	33200	34200	35100	35950	36700	37400	38000	38700	39500
LOWER QUARTILE	30850	32150	33300	34250	35050	35750	36250	36750	37250
LOWER DECILE	28900	30050	31150	32100	33000	33700	34350	35000	35750
MEAN	33150	34300	35450	36500	37450	38350	39200	40100	41300
TOTAL NUMBER	202	149	199	195	162	212	218	204	95
OVER $51000	0	0	1	1	3	0	1	5	4
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21200	22250	23350	24400	25450	26500	27450	28450	29350
UPPER QUARTILE	20600	21500	22450	23350	24250	25100	25900	26700	27500
MEDIAN	19600	20550	21450	22350	23200	24000	24750	25450	26150
LOWER QUARTILE	18300	19250	20200	21100	21900	22700	23450	24100	24750
LOWER DECILE	16100	17150	18150	19150	20050	20900	21650	22400	23050
MEAN	19450	20350	21300	22200	23050	23900	24650	25400	26150
TOTAL NUMBER	144	232	309	249	334	421	314	298	321
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	2	0	3	5	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	31050	33250	35050	36400	37400	38100	38600	39000	39200
UPPER QUARTILE	28900	30700	32100	33200	34000	34600	35000	35300	35450
MEDIAN	27350	28800	29900	30700	31250	31650	31900	32050	32100
LOWER QUARTILE	25800	27050	27900	28500	28850	29100	29200	29300	29350
LOWER DECILE	24150	25350	26200	26700	27000	27150	27250	27300	27300
MEAN	27400	29000	30200	31050	31700	32100	32400	32550	32650
TOTAL NUMBER	1134	820	655	443	403	296	401	374	264
OVER $51000	0	0	0	0	0	1	0	0	1
UNDER $14000	4	1	1	0	0	0	1	0	0

LEGEND

- Upper Decile .....
- Upper Quartile - - - - -
- Median ———
- Lower Quartile - - - - -
- Lower Decile .....

FEDERAL GOVT BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21000	22000	23050	24150	25200	26250	27300	28350	29400
UPPER QUARTILE	20350	21250	22150	23100	24000	24900	25800	26650	27550
MEDIAN	19550	20400	21250	22100	22900	23750	24500	25250	26000
LOWER QUARTILE	18300	19200	20050	20900	21700	22500	23250	23950	24650
LOWER DECILE	16050	17050	18050	18950	19850	20700	21500	22250	22950
MEAN	19150	20050	20950	21850	22750	23600	24450	25250	26050
TOTAL NUMBER	144	198	274	200	295	352	276	248	270
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	2	0	3	5	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	31350	34100	36450	38450	40000	41250	42100	42900	43450
UPPER QUARTILE	29200	31450	33450	35100	36400	37450	38150	38800	39200
MEDIAN	27350	29150	30650	31850	32800	33450	33950	34300	34550
LOWER QUARTILE	25850	27350	28550	29400	30000	30400	30700	30850	30950
LOWER DECILE	24150	25600	26550	27200	27600	27850	27950	28050	28050
MEAN	27550	29500	31150	32450	33450	34200	34700	35100	35400
TOTAL NUMBER	1049	816	743	552	484	436	563	540	332
OVER $51000	0	0	1	0	1	1	0	5	5
UNDER $14000	3	1	1	0	0	0	0	0	0

FEDERAL GOVT MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	28100	28800	29500	30250	30950	31700	32450	33200
UPPER QUARTILE	0	23650	24950	26150	27350	28450	29500	30500	31400
MEDIAN	0	22750	23550	24350	25100	25900	26650	27400	28150
LOWER QUARTILE	0	21450	22200	22900	23600	24300	24900	25550	26100
LOWER DECILE	0	18800	19800	20700	21600	22400	23150	23800	24450
MEAN	0	23200	24050	24950	25800	26600	27350	28100	28750
TOTAL NUMBER	0	33	34	49	41	74	54	76	64
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

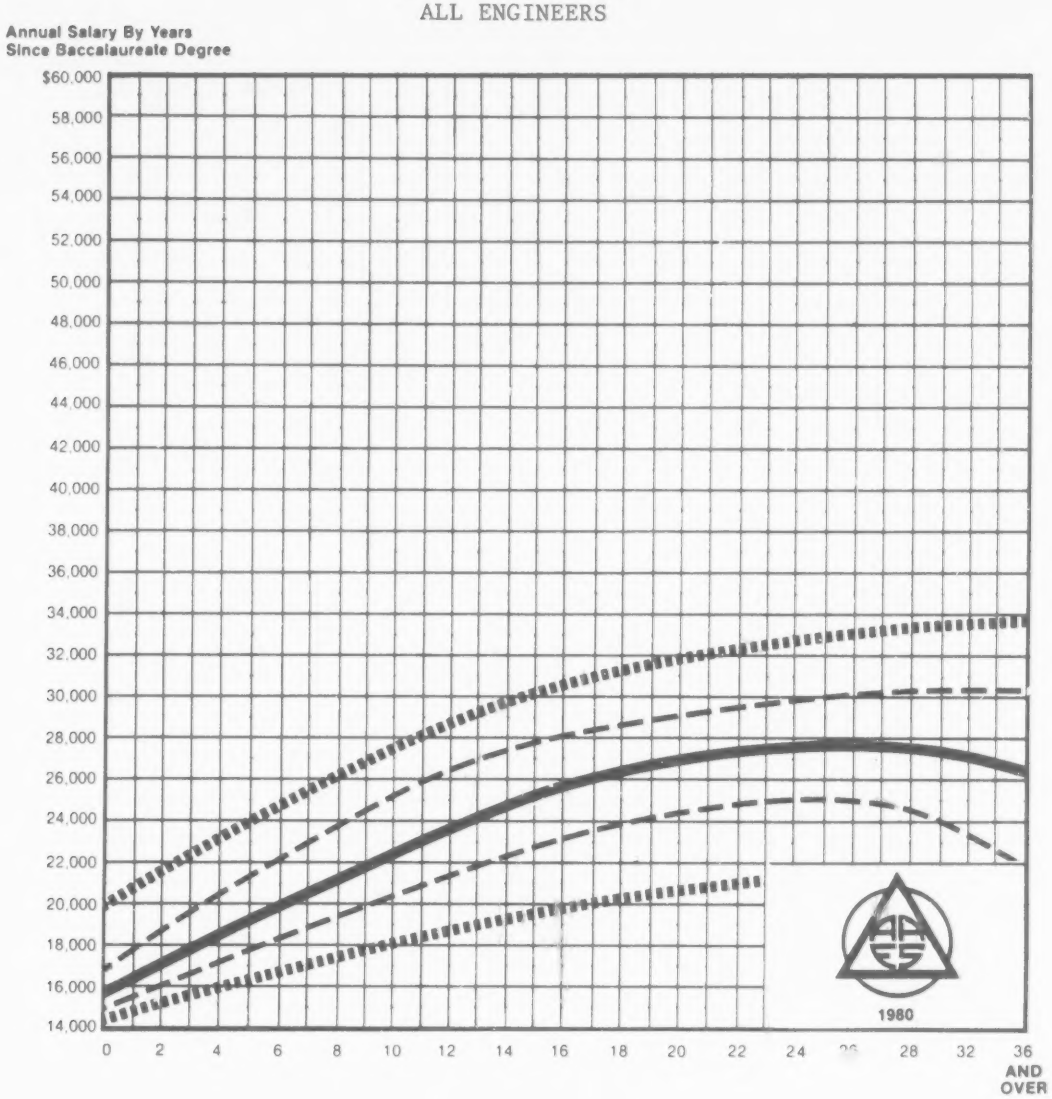
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34650	36750	38700	40450	41800	42750	43150	42900	40350
UPPER QUARTILE	32950	34800	36050	36850	37400	37700	37900	38050	38100
MEDIAN	29550	31400	32950	34050	34750	35100	35100	34800	34000
LOWER QUARTILE	27150	28500	29500	30300	30850	31300	31550	31750	31900
LOWER DECILE	25450	26550	27300	27750	28050	28200	28300	28350	28350
MEAN	30050	31600	32850	33750	34450	34900	35250	35450	35600
TOTAL NUMBER	247	146	109	71	74	66	54	35	27
OVER $51000	0	0	0	1	2	0	1	0	0
UNDER $14000	1	0	0	0	0	0	1	0	0

FEDERAL GOVT PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	30800	0	0	0
UPPER QUARTILE	0	0	0	0	0	30650	0	0	0
MEDIAN	0	0	0	0	0	24650	0	0	0
LOWER QUARTILE	0	0	0	0	0	24350	0	0	0
LOWER DECILE	0	0	0	0	0	21300	0	0	0
MEAN	0	0	0	0	0	26850	0	0	0
TOTAL NUMBER	0	0	0	0	0	8	4	0	4
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36200	39350	0	44400	45750	46050	0	0	0
UPPER QUARTILE	34950	37150	0	40450	41350	41800	0	0	0
MEDIAN	33550	36250	0	38250	38500	38650	0	0	0
LOWER QUARTILE	27950	29550	0	31550	32100	32400	0	0	0
LOWER DECILE	23750	25100	0	27650	28750	29700	0	0	0
MEAN	31600	33800	0	36700	37500	38000	0	0	0
TOTAL NUMBER	40	7	3	15	8	5	3	2	0
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

STATE GOVERNMENT
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	19950	20800	21650	22500	23300	24050	24800	25550	26250
UPPER QUARTILE	16750	17750	18700	19650	20600	21500	22350	23150	23900
MEDIAN	15800	16500	17200	17900	18600	19300	20000	20700	21400
LOWER QUARTILE	15100	15650	16150	16650	17200	17700	18250	18800	19350
LOWER DECILE	14750	15100	15450	15800	16150	16500	16850	17200	17550
MEAN	16600	17250	17850	18500	19150	19750	20400	21000	21600
TOTAL NUMBER	77	78	74	89	99	91	79	85	118
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	1	1	0	1	1	0	0	0

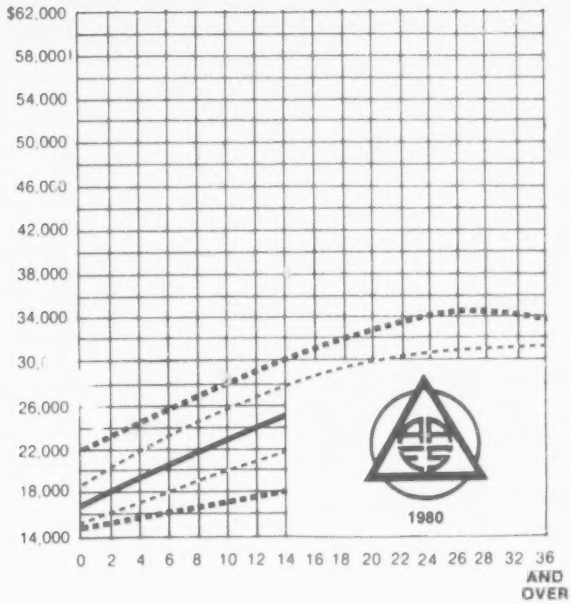
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	27500	29100	30400	31400	32150	32650	33000	33250	33400
UPPER QUARTILE	25250	26900	28100	29000	29550	29950	30200	30350	30400
MEDIAN	22700	24450	25800	26750	27300	27450	27350	26950	26100
LOWER QUARTILE	20400	21850	23150	24100	24700	24900	24650	23700	21150
LOWER DECILE	18200	19150	19950	20550	20950	21150	21050	20550	18800
MEAN	22750	24300	25550	26500	27050	27300	27300	27050	26300
TOTAL NUMBER	316	266	292	374	390	257	320	402	230
OVER $51000	0	0	0	0	0	1	0	0	0
UNDER $14000	0	0	0	1	0	0	0	0	1

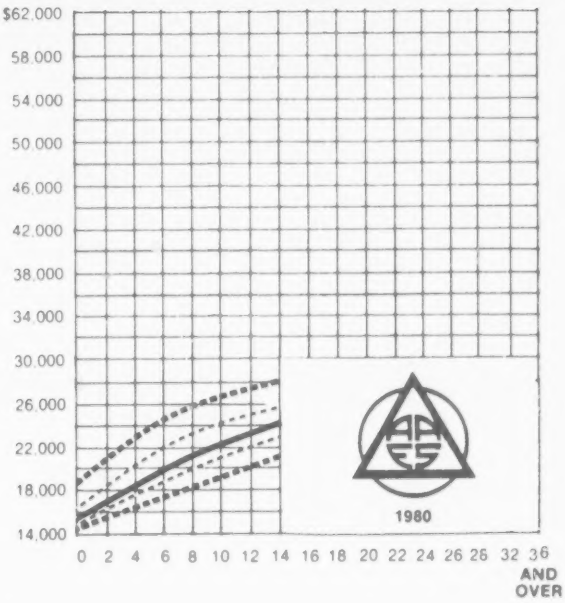
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22550	23100	23600	24150	24650	25200	25750	26300	26800
UPPER QUARTILE	18000	19000	20000	20950	21850	22700	23550	24300	25000
MEDIAN	16150	16800	17450	18150	18800	19500	20200	20850	21550
LOWER QUARTILE	15050	15550	16050	16600	17100	17650	18200	18750	19250
LOWER DECILE	14800	15100	15400	15700	16000	16300	16600	16900	17150
MEAN	18000	18450	18900	19400	19900	20400	20900	21400	21900
TOTAL NUMBER	14	14	13	29	46	44	38	44	56
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	27900	29400	30850	32150	33200	34000	34500	34550	33250
UPPER QUARTILE	26300	27850	28950	29750	30300	30650	30850	31000	31050
MEDIAN	22850	24700	26250	27450	28300	28700	28700	28350	27300
LOWER QUARTILE	20350	21850	23200	24250	24900	25100	24750	23650	20400
LOWER DECILE	17750	18500	19200	19750	20100	20300	20350	20050	18900
MEAN	22850	24300	25600	26700	27550	28100	28300	28000	26050
TOTAL NUMBER	161	150	198	281	294	209	254	334	182
OVER $51000	0	0	0	0	0	1	0	0	0
UNDER $14000	0	0	0	1	0	0	0	0	1

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	18350	20200	21700	22950	23950	24700	25250	25650	26000
UPPER QUARTILE	16700	17650	18600	19550	20400	21250	22000	22750	23400
MEDIAN	15450	16300	17100	17900	18700	19500	20200	20900	21550
LOWER QUARTILE	14750	15350	16000	16650	17300	17950	18550	19150	19750
LOWER DECILE	14450	14900	15350	15800	16250	16700	17150	17600	18000
MEAN	16050	16800	17550	18300	19050	19750	20400	21050	21600
TOTAL NUMBER	63	64	61	60	53	47	41	41	62
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	1	1	0	1	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	26400	26700	26800	26850	26900	26900	26900	26900	26900
UPPER QUARTILE	24450	25600	26200	26400	26350	26250	26100	25900	25750
MEDIAN	22700	24000	24850	25200	25300	25200	25050	24800	24550
LOWER QUARTILE	20850	22250	23250	23900	24200	24250	24050	23650	23000
LOWER DECILE	18850	20000	20950	21700	22150	22350	22350	21950	20850
MEAN	22650	23800	24550	24950	25050	25000	24900	24700	24500
TOTAL NUMBER	155	116	94	93	96	48	66	68	48
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ——————
Lower Quartile - - - - -
Lower Decile •••••••

STATE GOVT BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	19800	20700	21550	22400	23200	24000	24750	25450	26150
UPPER QUARTILE	16700	17700	18650	19600	20500	21350	22200	23000	23750
MEDIAN	15800	16450	17150	17800	18500	19200	19850	20550	21200
LOWER QUARTILE	15150	15600	16100	16600	17100	17650	18150	18650	19200
LOWER DECILE	14650	15000	15400	15750	16100	16450	16800	17150	17450
MEAN	16550	17150	17750	18400	19050	19650	20250	20850	21450
TOTAL NUMBER	77	76	71	80	94	90	71	80	105
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	1	1	0	1	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	27400	28950	30200	31150	31850	32300	32600	32850	33000
UPPER QUARTILE	25050	26700	27950	28800	29400	29800	30050	30200	30250
MEDIAN	22500	24250	25650	26650	27200	27400	27300	26850	25800
LOWER QUARTILE	20200	21700	23000	24000	24650	24900	24650	23650	20650
LOWER DECILE	18150	19050	19850	20450	20850	21050	20950	20450	18750
MEAN	22600	24150	25350	26300	26850	27100	27100	26850	26100
TOTAL NUMBER	294	246	266	349	368	240	309	385	218
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	1	0	0	0	0	1

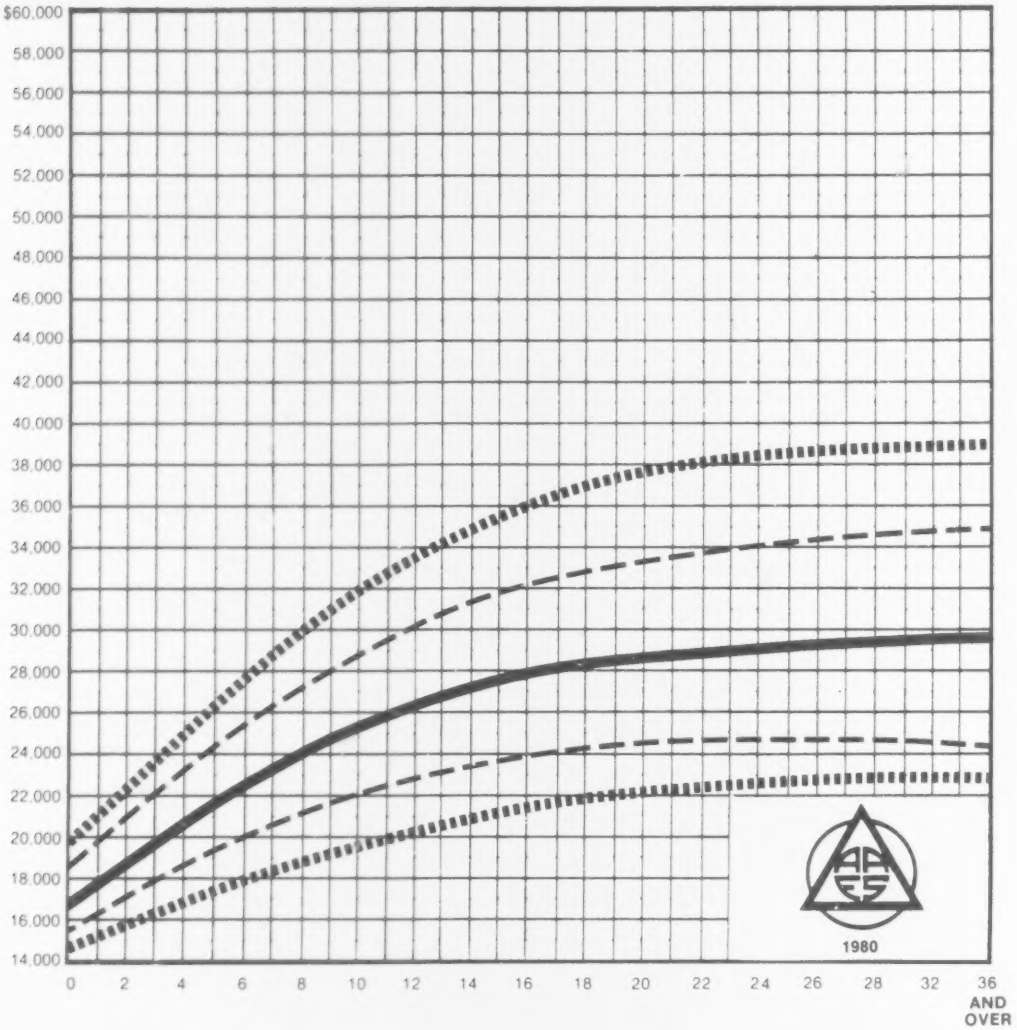
STATE GOVT MS+PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	24300	24900	0	26200	26800	27500
UPPER QUARTILE	0	0	0	22450	23050	0	24150	24750	25350
MEDIAN	0	0	0	20750	21250	0	22300	22800	23300
LOWER QUARTILE	0	0	0	18700	19200	0	20150	20600	21100
LOWER DECILE	0	0	0	17150	17700	0	18850	19400	19900
MEAN	0	0	0	20700	21200	0	22300	22800	23350
TOTAL NUMBER	0	2	3	9	5	1	8	5	13
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	28800	30750	32650	34400	35950	37150	38000	38350	37050
UPPER QUARTILE	26500	28250	29900	31400	32700	33700	34350	34550	33250
MEDIAN	24350	25900	27300	28550	29600	30300	30700	30650	29050
LOWER QUARTILE	22050	23450	24750	25900	26800	27450	27750	27600	25950
LOWER DECILE	20850	22100	23100	23850	24450	24900	25200	25450	25600
MEAN	24450	26050	27550	28900	30050	30900	31350	31400	29850
TOTAL NUMBER	22	20	26	25	22	17	11	17	12
OVER $51000	0	0	0	0	0	1	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LOCAL GOVERNMENT
ALL ENGINEERS

Annual Salary By Years
Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	19450	20900	22400	23800	25200	26550	27850	29050	30200
UPPER QUARTILE	18400	19600	20850	22000	23150	24250	25300	26300	27200
MEDIAN	16650	17800	18850	19900	20850	21800	22650	23400	24150
LOWER QUARTILE	15700	16550	17350	18100	18850	19550	20200	20800	21300
LOWER DECILE	15200	15700	16150	16600	17050	17500	17950	18350	18800
MEAN	17100	18150	19150	20150	21100	22000	22800	23600	24350
TOTAL NUMBER	36	15	17	19	29	24	25	20	24
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

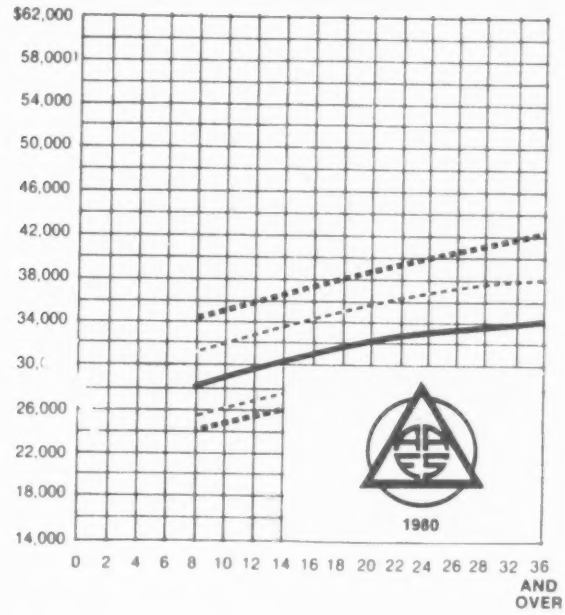
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32150	34500	36150	37250	38000	38400	38650	38800	38900
UPPER QUARTILE	28850	30750	32100	33050	33650	34000	34250	34400	34450
MEDIAN	25350	26750	27700	28300	28700	28900	29050	29100	29150
LOWER QUARTILE	22250	23250	23800	24100	24200	24200	24150	24100	24050
LOWER DECILE	19550	20500	21300	21900	22350	22600	22750	22850	22800
MEAN	25600	27050	28100	28800	29250	29550	29700	29850	29900
TOTAL NUMBER	107	78	84	75	87	94	107	125	94
OVER $51000	0	0	0	0	0	1	0	1	1
UNDER $14000	0	0	0	0	0	0	0	0	0

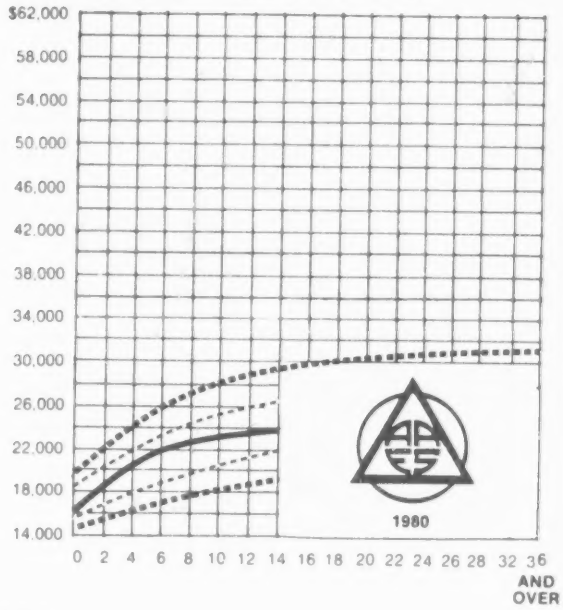
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	34000
UPPER QUARTILE	0	0	0	0	0	0	0	0	31000
MEDIAN	0	0	0	0	0	0	0	0	28700
LOWER QUARTILE	0	0	0	0	0	0	0	0	25600
LOWER DECILE	0	0	0	0	0	0	0	0	24700
MEAN	0	0	0	0	0	0	0	0	28950
TOTAL NUMBER	0	0	1	1	3	3	4	4	10
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34900	36200	37400	38550	39550	40450	41150	41850	42100
UPPER QUARTILE	32050	33450	34700	35700	36500	37100	37550	37950	38300
MEDIAN	29350	30250	31100	31850	32550	33150	33600	34000	34150
LOWER QUARTILE	26550	27850	28900	29700	30150	30300	30050	29150	26450
LOWER DECILE	24950	25250	25500	25650	25700	25700	25600	25300	24550
MEAN	29600	30600	31500	32300	32950	33500	33850	34100	33750
TOTAL NUMBER	41	31	44	32	41	51	64	77	46
OVER $51000	0	0	0	0	0	1	0	1	1
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	19100	20550	21950	23250	24400	25450	26350	27100	27750
UPPER QUARTILE	18300	19500	20600	21600	22500	23250	23900	24450	24950
MEDIAN	16550	17700	18800	19750	20650	21350	22000	22500	22900
LOWER QUARTILE	15900	16500	17100	17650	18200	18750	19250	19700	20150
LOWER DECILE	15500	15850	16150	16450	16750	17000	17300	17550	17800
MEAN	17100	18050	19000	19800	20600	21300	21900	22400	22850
TOTAL NUMBER	36	15	16	18	26	21	21	16	14
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ——————
Lower Quartile - - - - -
Lower Decile •••••••

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	28750	29550	29950	30100	30150	30150	30150	30150	30150
UPPER QUARTILE	25650	26400	26750	27000	27100	27150	27150	27150	27150
MEDIAN	23500	23950	24100	24150	24100	24100	24100	24100	24100
LOWER QUARTILE	21000	21950	22600	23000	23200	23250	23200	23100	22950
LOWER DECILE	18300	18950	19500	19950	20350	20650	20900	21150	21350
MEAN	23550	24250	24600	24800	24850	24900	24900	24950	24950
TOTAL NUMBER	66	47	40	43	46	43	43	48	48
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LOCAL GOVT BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	19300	20750	22200	23600	25000	26350	27650	28850	30000
UPPER QUARTILE	18400	19600	20800	21950	23050	24150	25150	26150	27050
MEDIAN	16800	17850	18900	19900	20850	21750	22600	23350	24050
LOWER QUARTILE	15850	16700	17500	18250	19000	19700	20300	20900	21450
LOWER DECILE	15250	15750	16200	16650	17100	17550	17950	18400	18750
MEAN	17150	18150	19200	20150	21100	22000	22800	23600	24300
TOTAL NUMBER	36	15	15	17	20	23	21	15	21
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

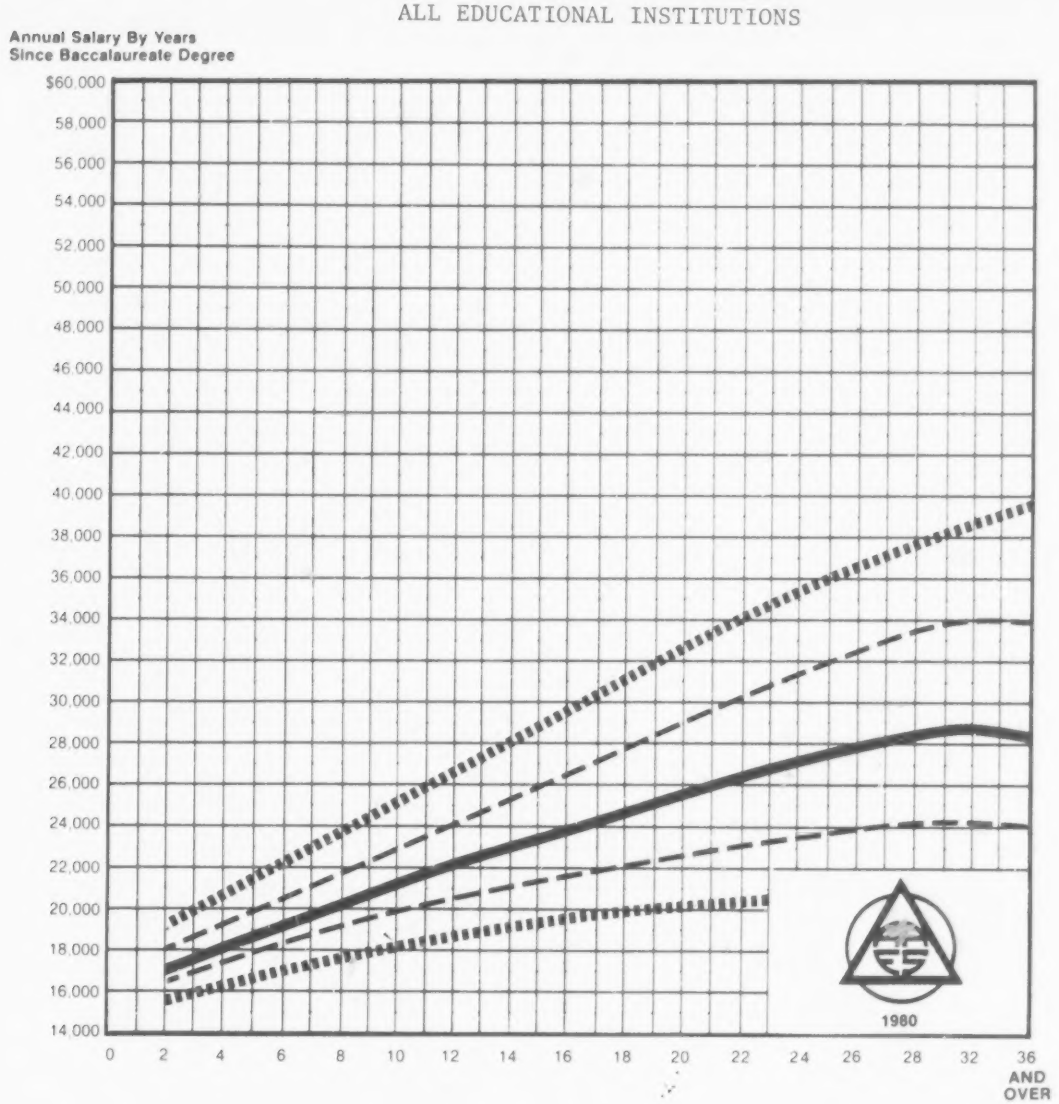
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32000	34350	36000	37100	37800	38250	38500	38650	38750
UPPER QUARTILE	28650	30550	31950	32900	33500	33900	34150	34300	34400
MEDIAN	25250	26600	27500	28100	28500	28700	28800	28900	28900
LOWER QUARTILE	22300	23250	23800	24050	24150	24150	24100	24050	24050
LOWER DECILE	19500	20500	21300	21900	22300	22600	22750	22850	22850
MEAN	25550	27000	28050	28750	29200	29450	29650	29750	29800
TOTAL NUMBER	96	71	78	71	82	91	101	120	89
OVER $51000	0	0	0	0	0	1	0	1	1
UNDER $14000	0	0	0	0	0	0	0	0	0

LOCAL GOVT MS+PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	32500	0	0	32400	0
UPPER QUARTILE	0	0	0	0	21950	0	0	27850	0
MEDIAN	0	0	0	0	19650	0	0	23100	0
LOWER QUARTILE	0	0	0	0	18050	0	0	19650	0
LOWER DECILE	0	0	0	0	17050	0	0	17750	0
MEAN	0	0	0	0	22000	0	0	23900	0
TOTAL NUMBER	0	0	2	2	9	1	4	5	3
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32700	33300	34200	0	36900	0	40750	43900	49600
UPPER QUARTILE	31400	33250	34150	0	34750	0	34850	34850	34850
MEDIAN	25800	27800	29150	0	30500	0	30950	31050	31100
LOWER QUARTILE	21150	22550	23850	0	26000	0	27550	28200	28750
LOWER DECILE	18400	19050	19650	0	20650	0	21300	21500	21450
MEAN	25650	27200	28500	0	30500	0	31700	32200	32500
TOTAL NUMBER	11	7	6	4	5	3	6	5	5
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

ALL FACULTY, 9-MO. CONTRACT
ALL EDUCATIONAL INSTITUTIONS



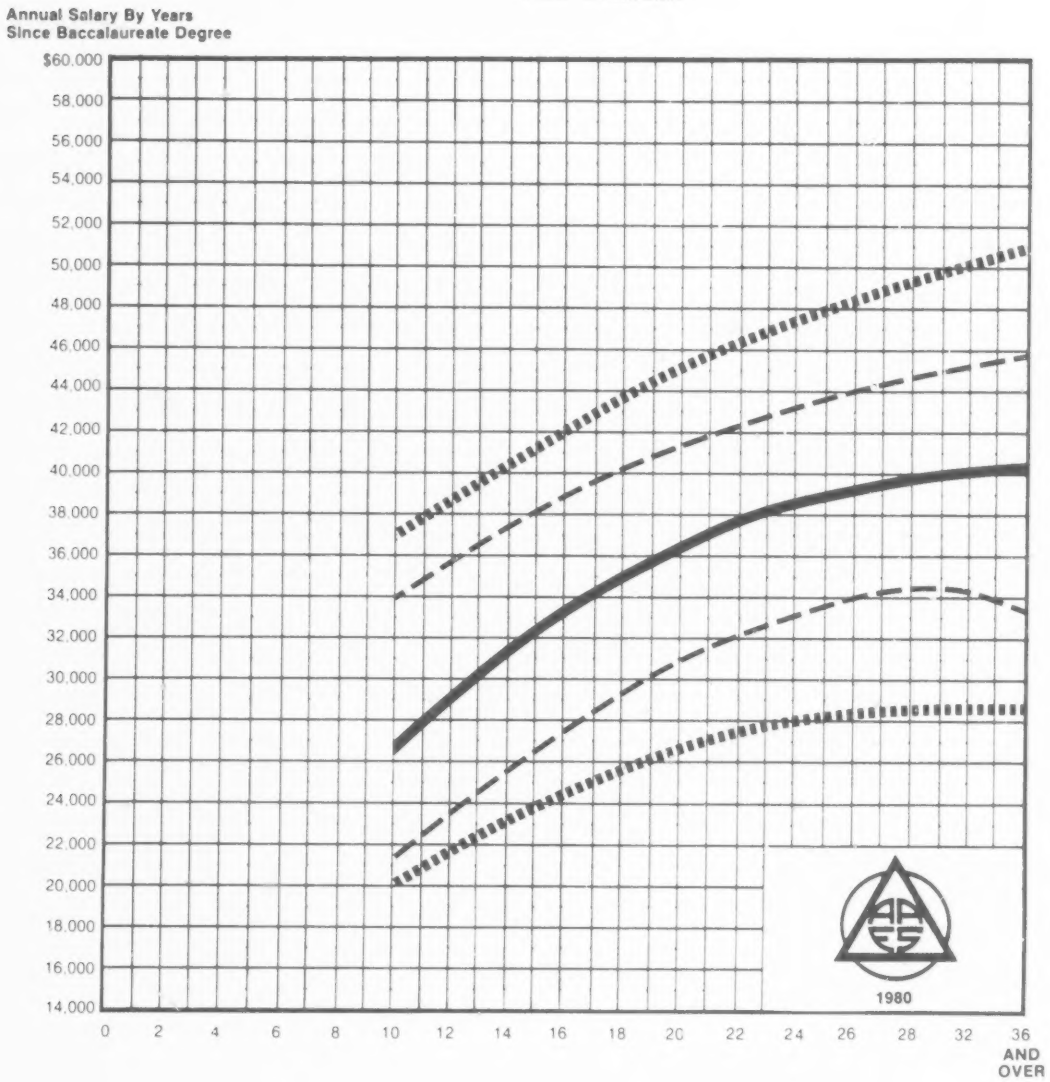
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	19100	19750	20400	21100	21800	22550	23300
UPPER QUARTILE	0	0	18100	18650	19200	19750	20350	20900	21500
MEDIAN	0	0	17300	17750	18200	18650	19100	19550	20000
LOWER QUARTILE	0	0	16750	17100	17400	17750	18100	18450	18800
LOWER DECILE	0	0	15550	15900	16200	16550	16850	17150	17450
MEAN	0	0	17300	17750	18250	18750	19250	19750	20250
TOTAL NUMBER	3	4	10	30	53	94	116	138	188
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	1	0	0	0	1	1	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24850	27200	29600	31950	34150	36050	37550	38900	39250
UPPER QUARTILE	22750	24650	26600	28500	30350	31900	33200	34200	33900
MEDIAN	20950	22400	23800	25100	26300	27300	28100	28700	28300
LOWER QUARTILE	19500	20500	21450	22300	23050	23650	24050	24300	23850
LOWER DECILE	18050	18800	19450	20000	20350	20600	20650	20600	20100
MEAN	21250	22800	24300	25700	26950	28000	28800	29400	29200
TOTAL NUMBER	684	837	931	977	948	779	743	878	1137
OVER $51000	0	0	0	0	0	2	2	0	6
UNDER $14000	3	1	0	0	1	1	2	1	2

ADMINISTRATORS, 12-MO. CONTRACT
ALL SCHOOLS



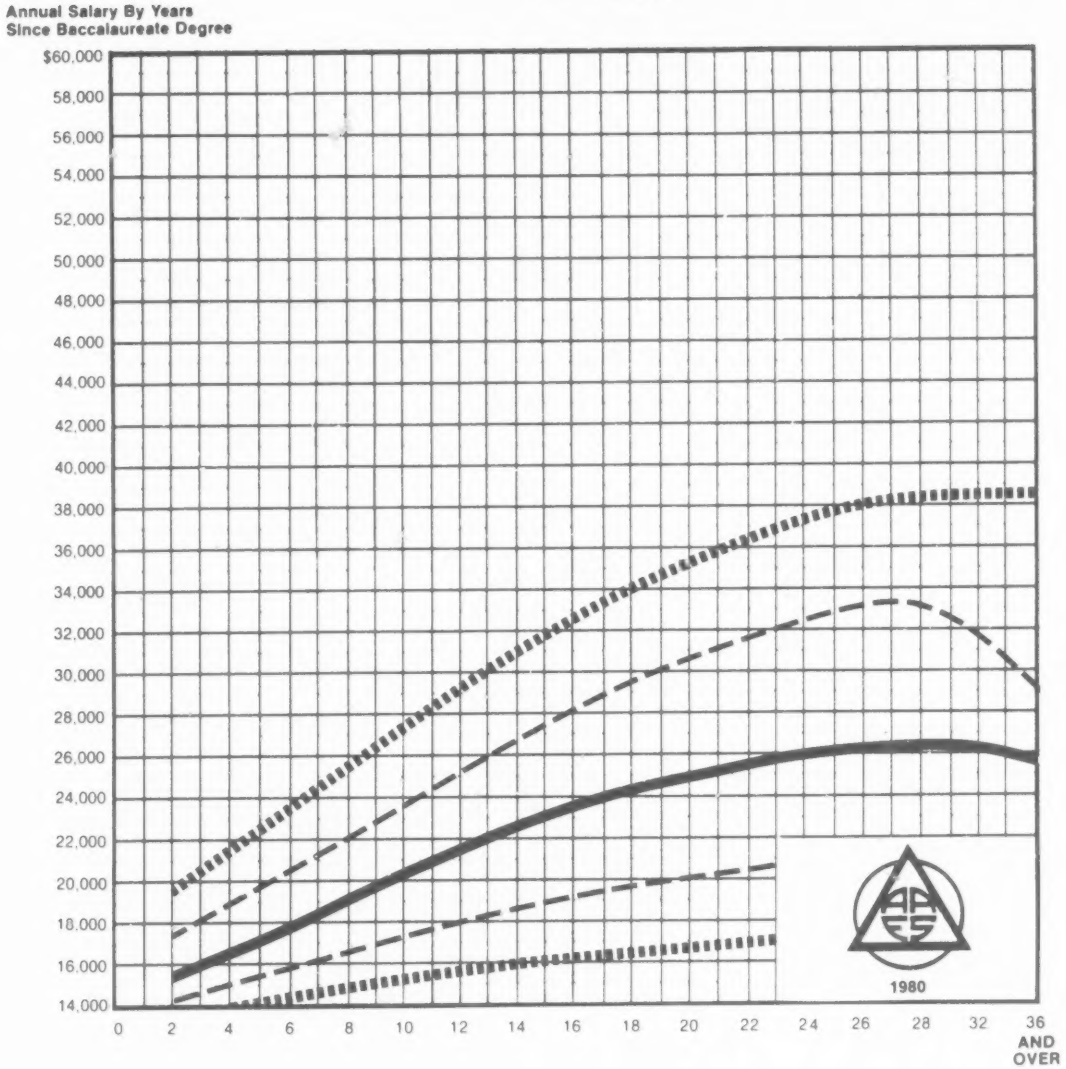
LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	1
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36600	39650	42300	44600	46450	47900	49000	50000	50750
UPPER QUARTILE	33650	36400	38800	40800	42400	43600	44550	45350	45950
MEDIAN	26150	30200	33550	36000	37750	38900	39600	40050	40250
LOWER QUARTILE	21550	24450	27300	29900	32000	33500	34300	34500	33400
LOWER DECILE	20500	22800	24750	26300	27400	28100	28500	28700	28750
MEAN	27850	30750	33300	35500	37200	38400	39100	39550	39550
TOTAL NUMBER	12	23	60	99	99	95	96	117	116
OVER $51000	0	0	0	1	1	6	0	15	11
UNDER $14000	0	0	0	0	0	0	0	0	0

RESEARCHERS, 12-MO. CONTRACT
ALL SCHOOLS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	19850	20700	21600	22550	23450	24400	25350
UPPER QUARTILE	0	0	17800	18450	19100	19800	20500	21250	21950
MEDIAN	0	0	15600	16200	16750	17350	17950	18550	19150
LOWER QUARTILE	0	0	14350	14700	15000	15350	15700	16050	16400
LOWER DECILE	0	0	13650	13850	14000	14200	14400	14550	14750
MEAN	0	0	16300	16850	17400	17950	18550	19150	19700
TOTAL NUMBER	0	0	18	14	23	21	24	19	25
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	2	7	5	3	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	27300	30100	32700	34900	36650	37850	38550	38800	38300
UPPER QUARTILE	23500	25800	28050	30100	31700	32800	33150	32450	28650
MEDIAN	20350	22000	23450	24650	25500	26050	26250	26200	25550
LOWER QUARTILE	17100	18150	19100	19900	20600	21150	21450	21450	20500
LOWER DECILE	15100	15550	16000	16350	16700	16900	17050	17100	16800
MEAN	20850	22550	24100	25400	26350	27000	27300	27200	26150
TOTAL NUMBER	56	61	49	42	35	23	21	31	47
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	8	4	2	2	1	1	0	1	1

REGIONAL CURVES AND TABLES

Regional Breakdown

NEW ENGLAND

- Connecticut
- Maine
- Massachusetts
- New Hampshire
- Rhode Island
- Vermont

MIDDLE ATLANTIC

- New Jersey
- New York
- Pennsylvania

EAST NORTH CENTRAL

- Illinois
- Indiana
- Michigan
- Ohio
- Wisconsin

WEST NORTH CENTRAL

- Iowa
- Kansas
- Minnesota
- Missouri
- Nebraska
- North Dakota
- South Dakota

SOUTH ATLANTIC

- Delaware
- District of Columbia
- Florida

SOUTH ATLANTIC (continued)

- Georgia
- Maryland
- North Carolina
- South Carolina
- Virginia
- West Virginia

SOUTH CENTRAL

- Alabama
- Arkansas
- Kentucky
- Louisiana
- Mississippi
- Oklahoma
- Tennessee
- Texas

MOUNTAIN

- Arizona
- Colorado
- Idaho
- Montana
- Nevada
- New Mexico
- Utah
- Wyoming

PACIFIC

- Alaska
- California
- Hawaii
- Oregon
- Washington

Note: All regional curves and data tables are for engineers in industry and government only; educational institutions were not included in these tables.

NEW ENGLAND I+G ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22300	24000	25650	27300	28850	30400	31800	33150	34400
UPPER QUARTILE	20300	21750	23150	24550	25850	27100	28300	29400	30450
MEDIAN	19200	20100	21050	22000	22950	23900	24800	25650	26500
LOWER QUARTILE	17900	18600	19350	20050	20750	21450	22100	22750	23350
LOWER DECILE	17300	17750	18200	18650	19050	19450	19850	20250	20600
MEAN	19500	20550	21550	22550	23550	24500	25400	26250	27050
TOTAL NUMBER	361	351	263	296	253	304	312	270	242
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	2	1	1	1	4	2	5	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36550	39100	40850	42000	42750	43200	43450	43600	43600
UPPER QUARTILE	32250	34350	35800	36750	37400	37750	37950	38050	38100
MEDIAN	28050	29950	31300	32050	32350	32250	32000	31500	30750
LOWER QUARTILE	24450	25750	26600	27050	27050	26750	26300	25500	24350
LOWER DECILE	21250	22050	22600	22850	22900	22650	22250	21500	20000
MEAN	28500	30200	31350	32050	32350	32450	32400	32250	32100
TOTAL NUMBER	662	679	561	536	451	382	594	409	427
OVER $51000	1	2	6	7	11	18	15	15	23
UNDER $14000	3	5	4	3	0	0	0	0	0

NEW ENGLAND I+G SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27750	28900	30000	31150	32250	33300	34400	35400	36450
UPPER QUARTILE	22600	24000	25350	26750	28050	29350	30600	31750	32900
MEDIAN	18550	19800	21100	22400	23650	24950	26200	27400	28550
LOWER QUARTILE	16400	17300	18250	19250	20250	21250	22250	23200	24150
LOWER DECILE	15500	16300	17050	17750	18400	19000	19550	20000	20400
MEAN	20250	21300	22400	23500	24600	25650	26700	27700	28650
TOTAL NUMBER	5	20	27	40	38	40	52	61	51
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38350	40900	43050	44800	46150	47200	47950	48600	49100
UPPER QUARTILE	34850	37250	38900	39950	40600	41000	41150	41300	41350
MEDIAN	30600	33000	34500	35150	35200	34950	34500	33950	33350
LOWER QUARTILE	25950	28100	29450	29850	29500	28500	27200	25350	22750
LOWER DECILE	20950	21400	21500	21400	21200	20950	20750	20550	20400
MEAN	30350	32400	33800	34500	34750	34650	34350	33900	33350
TOTAL NUMBER	222	286	252	263	246	208	325	246	232
OVER $51000	1	2	6	7	11	18	15	14	23
UNDER $14000	0	2	2	1	0	0	0	0	0

NEW ENGLAND I+G NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21850	23800	25600	27250	28750	30100	31250	32250	33100
UPPER QUARTILE	20250	21700	23100	24400	25600	26700	27700	28600	29400
MEDIAN	19100	20100	21100	22050	22950	23800	24600	25350	26000
LOWER QUARTILE	17950	18650	19350	20050	20700	21350	21950	22500	23000
LOWER DECILE	17250	17800	18300	18800	19250	19700	20100	20500	20850
MEAN	19350	20500	21600	22600	23550	24400	25150	25850	26450
TOTAL NUMBER	356	331	236	256	215	264	260	209	191
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	2	1	1	1	4	2	5	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34400	35600	36300	36650	36850	36900	36950	36950	36950
UPPER QUARTILE	30700	32050	32900	33400	33700	33850	33900	33950	33950
MEDIAN	27150	28300	29050	29400	29550	29550	29500	29450	29450
LOWER QUARTILE	23900	24850	25450	25700	25750	25650	25500	25300	25050
LOWER DECILE	21450	22150	22600	22850	22950	22950	22900	22800	22700
MEAN	27450	28550	29200	29600	29850	30000	30050	30050	30050
TOTAL NUMBER	440	393	309	273	205	174	269	163	195
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	3	3	2	2	0	0	0	0	0

MIDDLE ATLANTIC I+G ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21850	23250	24650	26150	27700	29250	30850	32450	34100
UPPER QUARTILE	20450	21750	23000	24350	25700	27050	28400	29750	31050
MEDIAN	19450	20500	21600	22700	23800	24900	25950	27000	28050
LOWER QUARTILE	18500	19350	20250	21100	22000	22850	23700	24500	25250
LOWER DECILE	17450	18150	18850	19550	20250	20900	21550	22150	22750
MEAN	19600	20650	21750	22850	24000	25100	26200	27300	28350
TOTAL NUMBER	942	1016	952	684	736	971	891	922	809
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	3	0	0	0	1	2	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37300	41850	45700	48600	50500	51450	51700	51400	50550
UPPER QUARTILE	33600	37050	39850	41900	43300	44200	44700	44950	45050
MEDIAN	29950	32450	34350	35650	36450	36850	37000	37000	36850
LOWER QUARTILE	26700	28500	29800	30650	31050	31200	31150	30950	30550
LOWER DECILE	23800	25100	26050	26600	26850	26900	26750	26500	26150
MEAN	30350	33000	35050	36550	37450	37900	38100	38050	37850
TOTAL NUMBER	2731	2247	2166	2080	1665	1271	1710	1644	1631
OVER $51000	3	28	83	166	171	145	236	252	235
UNDER $14000	0	2	2	1	0	1	1	0	1

MIDDLE ATLANTIC I+G SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	27750	29350	30950	32600	34250	35900	37550	39150
UPPER QUARTILE	0	25300	26600	27900	29250	30650	32050	33450	34850
MEDIAN	0	22400	23700	25050	26400	27750	29100	30400	31700
LOWER QUARTILE	0	20750	21850	22950	24050	25100	26200	27250	28300
LOWER DECILE	0	20700	21400	22150	22850	23600	24300	25050	25750
MEAN	0	23600	24750	26000	27200	28400	29650	30850	32050
TOTAL NUMBER	4	9	12	16	29	62	103	150	127
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	42150	46100	49050	50900	51850	52050	51800	51150	50200
UPPER QUARTILE	37650	41600	45100	47850	49800	50950	51450	51400	50600
MEDIAN	34200	37500	40100	42000	43150	43800	44100	44150	44000
LOWER QUARTILE	30300	32850	34900	36400	37300	37800	38050	38050	37900
LOWER DECILE	27100	28950	30500	31800	32700	33300	33650	33750	33550
MEAN	34350	37450	39950	41850	43100	43750	44000	43950	43550
TOTAL NUMBER	699	701	827	884	693	576	819	823	729
OVER $51000	3	26	78	159	156	133	215	239	214
UNDER $14000	0	0	0	0	0	0	0	0	0

MIDDLE ATLANTIC I+G NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21650	23150	24700	26200	27600	29000	30300	31550	32700
UPPER QUARTILE	20400	21700	23000	24300	25550	26800	28000	29100	30150
MEDIAN	19400	20500	21600	22650	23700	24750	25700	26650	27500
LOWER QUARTILE	18500	19350	20250	21100	21900	22700	23450	24200	24850
LOWER DECILE	17450	18150	18850	19500	20150	20750	21350	21850	22350
MEAN	19550	20650	21700	22800	23850	24850	25800	26750	27600
TOTAL NUMBER	938	1007	940	668	707	909	788	772	682
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	0	0	0	1	2	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34800	37250	39000	40200	41000	41500	41750	41900	41950
UPPER QUARTILE	32050	34200	35650	36450	36850	36950	36950	36900	36800
MEDIAN	29050	30800	31900	32450	32600	32550	32350	32100	31850
LOWER QUARTILE	26000	27350	28150	28500	28600	28500	28250	27950	27650
LOWER DECILE	23200	24150	24750	25000	25050	24950	24800	24600	24350
MEAN	29100	30800	31950	32600	32900	33000	33000	32900	32850
TOTAL NUMBER	2032	1546	1339	1196	972	695	891	821	902
OVER $51000	0	2	5	7	15	12	21	13	21
UNDER $14000	0	2	2	1	0	1	1	0	1

EAST NORTH CENT I+G ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22400	23650	24900	26150	27400	28700	29950	31200	32450
UPPER QUARTILE	20850	21900	22950	24000	25100	26150	27200	28250	29300
MEDIAN	19650	20500	21350	22200	23050	23900	24750	25600	26400
LOWER QUARTILE	18550	19250	20000	20700	21400	22050	22750	23400	24000
LOWER DECILE	17650	18250	18800	19350	19900	20400	20950	21450	21900
MEAN	19850	20750	21650	22550	23450	24300	25200	26050	26900
TOTAL NUMBER	1137	1011	1017	892	775	953	935	854	708
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	1	1	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34850	38200	41050	43450	45350	46800	47850	48750	49350
UPPER QUARTILE	31250	33900	36150	37950	39250	40200	40850	41350	41650
MEDIAN	27900	29950	31600	32850	33700	34200	34450	34550	34450
LOWER QUARTILE	25200	26700	27850	28650	29100	29350	29350	29250	28900
LOWER DECILE	22750	23850	24700	25250	25550	25650	25650	25450	25100
MEAN	28500	30600	32350	33650	34600	35200	35500	35700	35750
TOTAL NUMBER	2355	2038	1593	1471	1329	1113	1573	1690	1375
OVER $51000	4	7	25	46	59	51	92	152	133
UNDER $14000	0	1	0	0	0	0	0	0	0

EAST NORTH CENT I+G SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29300	30300	31300	32350	33400	34500	35550	36650
UPPER QUARTILE	0	25350	26400	27450	28500	29550	30600	31650	32650
MEDIAN	0	21950	22950	24000	25050	26050	27050	28050	29050
LOWER QUARTILE	0	19700	20700	21700	22650	23600	24550	25450	26300
LOWER DECILE	0	18050	19000	19950	20900	21800	22650	23500	24300
MEAN	0	22900	23950	24950	25950	26950	27950	28900	29850
TOTAL NUMBER	4	14	15	29	57	98	110	126	108
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38800	41950	44900	47450	49500	50900	51700	51850	50350
UPPER QUARTILE	34650	37400	39800	41850	43500	44750	45650	46500	47150
MEDIAN	30850	33300	35300	36850	38000	38800	39350	39750	40000
LOWER QUARTILE	27850	29850	31350	32400	33100	33550	33850	34000	34100
LOWER DECILE	25650	27300	28450	29100	29500	29650	29700	29650	29650
MEAN	31650	34050	36000	37500	38600	39350	39850	40250	40450
TOTAL NUMBER	580	646	640	653	590	495	726	844	610
OVER $51000	3	6	23	44	57	45	86	132	121
UNDER $14000	0	0	0	0	0	0	0	0	0

EAST NORTH CENT I+G NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22300	23550	24750	26000	27150	28300	29400	30450	31450
UPPER QUARTILE	20850	21900	22900	23900	24900	25900	26800	27700	28550
MEDIAN	19700	20500	21300	22100	22900	23650	24400	25150	25850
LOWER QUARTILE	18600	19300	20000	20650	21300	21900	22500	23050	23600
LOWER DECILE	17700	18250	18800	19300	19850	20300	20750	21200	21600
MEAN	19850	20700	21600	22450	23250	24050	24850	25550	26250
TOTAL NUMBER	1133	997	1002	863	718	855	825	728	600
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33250	35500	37200	38450	39300	39900	40300	40550	40650
UPPER QUARTILE	30100	31950	33350	34300	34950	35300	35450	35600	35600
MEDIAN	27100	28700	29850	30650	31050	31200	31150	31000	30600
LOWER QUARTILE	24550	25650	26400	26850	27000	27000	26900	26700	26400
LOWER DECILE	22300	23150	23750	24100	24250	24250	24200	24100	23900
MEAN	27500	29000	30100	30850	31300	31550	31650	31700	31700
TOTAL NUMBER	1775	1392	1053	818	739	618	847	846	765
OVER $51000	1	1	2	2	2	6	6	20	12
UNDER $14000	0	1	0	0	0	0	0	0	0

WEST NORTH CENT I+G ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21800	23000	24200	25450	26700	27900	29150	30350	31500
UPPER QUARTILE	20250	21350	22400	23450	24500	25550	26550	27500	28450
MEDIAN	19300	20100	20850	21650	22400	23150	23850	24550	25250
LOWER QUARTILE	18300	18850	19400	19950	20500	21050	21600	22100	22600
LOWER DECILE	16950	17450	17950	18400	18900	19350	19850	20300	20750
MEAN	19700	20500	21250	22050	22800	23600	24350	25100	25800
TOTAL NUMBER	420	314	297	227	270	310	305	272	253
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	0	1	0	0	0	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33750	36800	39350	41400	43000	44150	45000	45650	46100
UPPER QUARTILE	30200	32450	34200	35600	36550	37250	37700	38100	38300
MEDIAN	26500	28150	29500	30550	31350	31950	32350	32700	32900
LOWER QUARTILE	23600	24950	26100	27000	27700	28150	28400	28500	28350
LOWER DECILE	21600	22750	23750	24500	25000	25300	25350	25150	24450
MEAN	27200	29050	30600	31850	32750	33350	33750	34000	34150
TOTAL NUMBER	683	571	552	532	420	299	390	380	230
OVER $51000	0	0	11	8	19	12	17	26	12
UNDER $14000	0	0	0	0	0	0	0	0	0

WEST NORTH CENT I+G SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30300	31000	31700	32450	33150	33850	34600	35350	36050
UPPER QUARTILE	27850	28450	29050	29650	30250	30850	31450	32000	32600
MEDIAN	25450	25950	26450	26950	27450	27950	28400	28850	29350
LOWER QUARTILE	17700	18850	20000	21100	22100	23100	23950	24800	25550
LOWER DECILE	15550	16400	17200	18000	18800	19550	20300	21000	21650
MEAN	24400	25050	25650	26300	26900	27550	28150	28700	29300
TOTAL NUMBER	18	12	21	17	26	54	54	64	62
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37550	39750	41900	43900	45750	47350	48700	49900	50550
UPPER QUARTILE	33750	35400	36950	38300	39550	40600	41450	42250	43050
MEDIAN	30200	31450	32600	33550	34350	35000	35500	35950	36200
LOWER QUARTILE	26800	28250	29200	29800	30250	30400	30550	30600	30650
LOWER DECILE	22800	24300	25400	26250	26800	27200	27450	27650	27750
MEAN	30400	31950	33300	34400	35350	36050	36600	37150	37550
TOTAL NUMBER	238	243	282	303	249	192	240	247	126
OVER $51000	0	0	11	8	18	12	16	26	12
UNDER $14000	0	0	0	0	0	0	0	0	0

WEST NORTH CENT I+G NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21550	22600	23700	24700	25700	26650	27500	28350	29100
UPPER QUARTILE	20200	21200	22150	23050	23900	24700	25450	26150	26750
MEDIAN	19350	20050	20750	21450	22100	22700	23300	23850	24350
LOWER QUARTILE	18300	18850	19400	19900	20400	20900	21350	21850	22250
LOWER DECILE	17150	17600	18000	18450	18850	19250	19650	20050	20400
MEAN	19450	20200	20900	21600	22300	22950	23550	24100	24650
TOTAL NUMBER	402	302	276	210	244	256	251	208	191
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	0	1	0	0	0	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	30450	32050	33150	33950	34450	34750	34950	35100	35150
UPPER QUARTILE	27900	29200	30150	30800	31200	31500	31650	31800	31850
MEDIAN	25250	26400	27250	27850	28300	28550	28750	28850	28900
LOWER QUARTILE	23100	24150	25000	25600	25950	26150	26200	26100	25750
LOWER DECILE	21150	22100	22850	23400	23700	23750	23600	23100	21700
MEAN	25600	26800	27650	28250	28700	28950	29100	29200	29300
TOTAL NUMBER	445	328	270	229	171	107	150	133	104
OVER $51000	0	0	0	0	1	0	1	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

SOUTH ATLANTIC I+G ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21050	22550	24050	25550	27100	28600	30100	31550	33000
UPPER QUARTILE	19900	21050	22250	23450	24650	25850	27050	28200	29350
MEDIAN	19250	20100	21000	21900	22800	23700	24600	25500	26350
LOWER QUARTILE	18300	19000	19700	20450	21150	21850	22550	23250	23950
LOWER DECILE	17000	17600	18200	18800	19400	20000	20600	21150	21700
MEAN	19250	20200	21200	22200	23200	24150	25150	26100	27050
TOTAL NUMBER	387	465	417	439	393	360	425	393	406
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	1	2	2	2	1	2	0	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35700	39200	42050	44200	45800	46850	47550	48100	48300
UPPER QUARTILE	31500	34250	36450	38050	39150	39850	40250	40550	40750
MEDIAN	28050	30350	32200	33600	34500	34950	35050	34850	34250
LOWER QUARTILE	25250	27000	28400	29450	30100	30400	30350	30050	29150
LOWER DECILE	22700	23950	24950	25600	25950	26050	25950	25650	25000
MEAN	28800	31100	32850	34150	35000	35450	35650	35700	35600
TOTAL NUMBER	1137	907	780	783	532	409	633	466	390
OVER $51000	8	3	18	31	17	27	40	30	35
UNDER $14000	16	7	2	3	1	1	0	0	3

SOUTH ATLANTIC I+G SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29750	30750	31800	32850	33900	35000	36050	37150	38200
UPPER QUARTILE	23950	25000	26050	27150	28200	29300	30400	31500	32600
MEDIAN	19450	20700	21950	23150	24350	25550	26650	27750	28800
LOWER QUARTILE	16450	17800	19150	20400	21650	22800	23900	24900	25800
LOWER DECILE	15200	16350	17500	18550	19600	20550	21450	22300	23000
MEAN	21500	22550	23650	24700	25750	26800	27800	28800	29750
TOTAL NUMBER	6	12	33	37	49	58	93	111	130
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40300	43300	45950	48150	49850	50950	51450	51450	50200
UPPER QUARTILE	34700	37650	40250	42350	43900	44950	45600	45900	45800
MEDIAN	30700	33100	34900	36200	37100	37650	37950	38150	38200
LOWER QUARTILE	27350	29100	30250	31000	31400	31650	31800	31850	31900
LOWER DECILE	24250	25600	26500	27000	27350	27500	27600	27700	27700
MEAN	31550	33850	35600	36900	37750	38300	38600	38800	38850
TOTAL NUMBER	389	303	347	364	242	201	319	290	186
OVER $51000	8	3	18	30	17	27	39	27	33
UNDER $14000	0	0	0	1	0	0	0	0	1

SOUTH ATLANTIC I+G NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20800	22250	23650	25050	26400	27700	28900	30100	31200
UPPER QUARTILE	20000	21000	22050	23100	24150	25200	26250	27250	28250
MEDIAN	19350	20100	20900	21700	22550	23350	24150	24950	25750
LOWER QUARTILE	18400	19050	19700	20350	21000	21650	22300	22900	23550
LOWER DECILE	17200	17700	18250	18800	19300	19800	20350	20800	21300
MEAN	19300	20150	21000	21850	22700	23550	24400	25200	26000
TOTAL NUMBER	381	453	384	402	344	302	332	282	276
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	2	2	1	1	2	0	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33100	35450	37050	38200	38950	39400	39650	39850	39950
UPPER QUARTILE	30100	32500	34300	35550	36250	36500	36550	36300	35900
MEDIAN	27250	29300	31000	32250	33000	33350	33300	32900	31850
LOWER QUARTILE	24700	26200	27400	28200	28650	28700	28500	27950	26700
LOWER DECILE	22150	23300	24150	24700	24900	24850	24550	23900	22550
MEAN	27500	29400	30850	31850	32400	32600	32550	32250	31700
TOTAL NUMBER	748	604	433	419	290	208	314	176	204
OVER $51000	0	0	0	1	0	0	1	3	2
UNDER $14000	16	7	2	2	1	1	0	0	2

SOUTH CENTRAL I+G ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24900	25950	27000	28000	29050	30050	31050	32050	33000
UPPER QUARTILE	21500	22500	23500	24500	25450	26400	27350	28300	29150
MEDIAN	19900	20750	21600	22450	23250	24050	24850	25600	26300
LOWER QUARTILE	18800	19500	20200	20900	21550	22200	22800	23400	23950
LOWER DECILE	17200	17800	18350	18900	19450	20000	20500	21050	21500
MEAN	20400	21300	22150	23000	23850	24650	25450	26200	26950
TOTAL NUMBER	529	570	567	471	554	525	510	478	551
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	1	4	0	[illegible]	2	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34850	37400	39500	41450	42950	44100	45000	45800	46350
UPPER QUARTILE	30850	33050	34850	36350	37450	38300	38850	39350	39650
MEDIAN	27650	29350	30800	31900	32750	33350	33800	34150	34350
LOWER QUARTILE	25000	26300	27400	28200	28800	29250	29600	29850	30000
LOWER DECILE	22400	23600	24500	25200	25700	26000	26200	26250	26250
MEAN	28300	30100	31550	32700	33600	34250	34700	35100	35300
TOTAL NUMBER	1377	1013	869	934	869	658	890	934	680
OVER $51000	4	7	8	17	20	14	35	65	53
UNDER $14000	4	1	1	0	0	0	1	1	0

SOUTH CENTRAL I+G SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28750	29950	31100	32300	33450	34550	35650	36750	37750
UPPER QUARTILE	25600	26550	27500	28400	29350	30250	31100	32000	32850
MEDIAN	17700	19500	21250	22950	24600	26150	27600	28900	30100
LOWER QUARTILE	18200	19400	20550	21700	22750	23800	24800	25700	26600
LOWER DECILE	14550	15850	17150	18350	19550	20700	21750	22700	23550
MEAN	21150	22350	23600	24800	25950	27100	28150	29150	30150
TOTAL NUMBER	6	12	10	26	50	63	72	71	123
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	39700	42300	44500	46300	47650	48700	49450	50100	50550
UPPER QUARTILE	34450	36650	38500	40100	41350	42350	43100	43750	44300
MEDIAN	32100	34200	35500	36300	36700	36950	37100	37150	37150
LOWER QUARTILE	28100	29850	31100	31950	32500	32850	33050	33200	33250
LOWER DECILE	25050	26650	27650	28300	28650	28850	28950	29050	29050
MEAN	31850	33950	35550	36650	37400	37900	38250	38450	38550
TOTAL NUMBER	344	289	286	372	337	282	361	455	323
OVER $51000	4	7	8	17	20	12	28	59	48
UNDER $14000	0	0	0	0	0	0	0	0	0

SOUTH CENTRAL I+G NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24850	25750	26650	27500	28350	29200	30000	30750	31450
UPPER QUARTILE	21550	22450	23350	24200	25050	25900	26650	27400	28150
MEDIAN	19900	20750	21550	22300	23050	23800	24500	25150	25750
LOWER QUARTILE	18850	19500	20200	20800	21450	22050	22600	23150	23650
LOWER DECILE	17350	17900	18400	18900	19400	19900	20350	20800	21200
MEAN	20450	21250	22050	22800	23550	24250	24900	25550	26150
TOTAL NUMBER	523	558	557	445	504	462	438	407	428
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	4	0	3	2	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32800	34550	35950	37050	37900	38500	38900	39300	39500
UPPER QUARTILE	29450	31100	32400	33400	34100	34650	35000	35250	35450
MEDIAN	26900	28300	29400	30250	30850	31250	31550	31750	31900
LOWER QUARTILE	24550	25700	26550	27150	27550	27800	27950	28050	28100
LOWER DECILE	22000	23000	23800	24350	24750	25000	25150	25200	25200
MEAN	27250	28650	29700	30500	31100	31500	31800	32000	32100
TOTAL NUMBER	1033	724	583	562	532	376	529	479	357
OVER $51000	0	0	0	0	0	2	7	6	5
UNDER $14000	4	1	1	0	0	0	1	1	0

MOUNTAIN I+G ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22400	23750	25150	26550	28050	29500	31000	32500	34000
UPPER QUARTILE	21550	22650	23750	24900	26050	27200	28400	29550	30750
MEDIAN	20700	21600	22550	23450	24400	25300	26250	27150	28000
LOWER QUARTILE	19750	20450	21100	21750	22450	23100	23750	24400	25000
LOWER DECILE	18150	18650	19100	19600	20100	20550	21000	21500	21950
MEAN	20400	21350	22300	23300	24250	25200	26200	27150	28050
TOTAL NUMBER	181	156	148	139	148	141	160	135	142
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36900	40900	44200	46650	48250	49100	49400	49350	48900
UPPER QUARTILE	33000	36050	38600	40450	41550	42100	42100	41650	40600
MEDIAN	29650	31800	33450	34500	35000	35000	34700	33950	32700
LOWER QUARTILE	26200	27750	28950	29750	30200	30300	30150	29600	28400
LOWER DECILE	22800	24000	25000	25800	26350	26650	26700	26500	25600
MEAN	29850	32200	34050	35350	36100	36400	36300	35900	35050
TOTAL NUMBER	376	367	364	343	330	227	295	227	170
OVER $51000	1	4	12	25	19	12	21	20	16
UNDER $14000	0	0	0	0	0	0	0	0	0

MOUNTAIN I+G SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	28050	29700	31400	33100	34850	36550	38200
UPPER QUARTILE	0	0	27350	28600	29850	31100	32400	33650	34950
MEDIAN	0	0	25100	26050	27000	28000	28950	29950	30950
LOWER QUARTILE	0	0	24000	24500	25000	25550	26050	26600	27100
LOWER DECILE	0	0	21700	22050	22350	22700	23000	23350	23650
MEAN	0	0	25400	26350	27250	28200	29150	30100	31050
TOTAL NUMBER	1	0	7	7	11	13	18	23	35
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41400	45650	48850	50900	51900	52100	51800	51050	49950
UPPER QUARTILE	37400	40900	43900	46300	48000	49100	49600	49700	49250
MEDIAN	32900	35750	38300	40450	42050	43050	43500	43350	41850
LOWER QUARTILE	28150	29700	31150	32450	33650	34550	35250	35650	34950
LOWER DECILE	24300	25250	26200	27050	27850	28550	29150	29800	30300
MEAN	32850	35450	37750	39600	40950	41850	42200	42150	41200
TOTAL NUMBER	107	139	149	149	126	90	99	93	73
OVER $51000	1	4	12	24	19	12	21	19	16
UNDER $14000	0	0	0	0	0	0	0	0	0

MOUNTAIN I+G NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22500	23700	24900	26150	27400	28650	29850	31050	32200
UPPER QUARTILE	21600	22600	23650	24700	25750	26800	27850	28850	29800
MEDIAN	20850	21650	22500	23300	24100	24950	25700	26500	27250
LOWER QUARTILE	19750	20400	21050	21700	22300	22950	23550	24100	24700
LOWER DECILE	18100	18550	19000	19450	19900	20350	20800	21200	21650
MEAN	20500	21350	22200	23050	23900	24750	25550	26350	27150
TOTAL NUMBER	180	156	141	132	137	128	142	112	107
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34300	36900	38750	39750	40050	39900	39400	38600	37550
UPPER QUARTILE	31600	33850	35400	36250	36500	36250	35700	34800	33400
MEDIAN	28650	30400	31650	32450	32700	32550	32100	31250	29800
LOWER QUARTILE	25750	27150	28200	28900	29250	29250	29050	28500	27350
LOWER DECILE	22450	23550	24500	25200	25700	25950	26000	25700	24550
MEAN	28600	30400	31750	32600	32900	32850	32500	31800	30650
TOTAL NUMBER	269	228	215	194	204	137	196	134	97
OVER $51000	0	0	0	1	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

PACIFIC I+G ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22900	24350	25850	27400	28900	30400	31900	33400	34800
UPPER QUARTILE	21850	22950	24100	25250	26450	27600	28800	30000	31200
MEDIAN	20300	21250	22250	23250	24300	25300	26300	27350	28300
LOWER QUARTILE	19150	20000	20800	21650	22500	23350	24200	25000	25850
LOWER DECILE	18050	18800	19500	20200	20950	21650	22350	23050	23700
MEAN	20500	21500	22550	23600	24700	25750	26800	27850	28900
TOTAL NUMBER	294	326	381	332	380	427	416	413	421
OVER $51000	0	0	0	0	0	0	1	1	0
UNDER $14000	1	2	1	1	1	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37550	41200	44250	46600	48300	49500	50250	50750	51000
UPPER QUARTILE	33550	36800	39550	41750	43300	44250	44750	44850	44550
MEDIAN	30250	32850	35050	36750	37950	38700	39100	39250	39200
LOWER QUARTILE	27400	29500	31200	32500	33300	33750	33900	33750	33250
LOWER DECILE	25000	26650	28000	28950	29500	29750	29700	29400	28700
MEAN	30850	33450	35600	37200	38300	38950	39300	39400	39300
TOTAL NUMBER	1236	1151	1300	1392	1200	904	1170	838	692
OVER $51000	2	4	17	55	69	61	98	66	74
UNDER $14000	0	0	0	0	0	0	0	0	0

PACIFIC I+G SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	34150	35600	37050	38450	39800
UPPER QUARTILE	0	0	0	0	32350	33400	34450	35500	36500
MEDIAN	0	0	0	0	29300	30150	31050	31950	32850
LOWER QUARTILE	0	0	0	0	26750	27550	28350	29100	29900
LOWER DECILE	0	0	0	0	25350	26000	26600	27250	27900
MEAN	0	0	0	0	29600	30550	31500	32450	33350
TOTAL NUMBER	1	2	3	2	8	19	20	30	44
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	42350	45650	48200	49900	50900	51350	51400	51150	50650
UPPER QUARTILE	38500	41300	43750	45850	47450	48700	49500	50200	50550
MEDIAN	34550	37000	39200	41050	42500	43500	44150	44450	44100
LOWER QUARTILE	31400	33500	35350	36850	38050	38800	39250	39400	38900
LOWER DECILE	29100	30800	32250	33450	34350	34850	34950	34650	33050
MEAN	35100	37550	39600	41300	42500	43350	43800	44000	43750
TOTAL NUMBER	220	291	372	487	461	326	461	318	253
OVER $51000	1	3	14	44	63	55	82	57	64
UNDER $14000	0	0	0	0	0	0	0	0	0

PACIFIC I+G NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22950	24350	25750	27150	28550	29900	31200	32500	33700
UPPER QUARTILE	21800	22900	24050	25200	26350	27450	28550	29650	30650
MEDIAN	20300	21250	22250	23200	24200	25150	26100	27000	27900
LOWER QUARTILE	19200	20000	20800	21650	22450	23250	24050	24800	25550
LOWER DECILE	18100	18800	19500	20200	20900	21550	22200	22850	23450
MEAN	20500	21500	22500	23550	24550	25550	26500	27450	28350
TOTAL NUMBER	293	324	378	330	372	408	396	383	377
OVER $51000	0	0	0	0	0	0	1	1	0
UNDER $14000	1	2	1	1	1	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36000	38900	41150	42850	44050	44800	45250	45550	45650
UPPER QUARTILE	32650	35150	37200	38700	39750	40450	40900	41200	41350
MEDIAN	29550	31700	33400	34650	35550	36150	36500	36700	36850
LOWER QUARTILE	26950	28750	30150	31100	31700	32000	32050	31950	31700
LOWER DECILE	24600	26050	27100	27800	28150	28200	28100	27750	27100
MEAN	30050	32200	33850	35000	35800	36250	36500	36650	36700
TOTAL NUMBER	1016	860	928	905	739	578	709	520	439
OVER $51000	1	1	3	11	6	6	16	9	10
UNDER $14000	0	0	0	0	0	0	0	0	0

APPENDIX

Participants in the 1980 EMC Engineers' Salary Survey

Respondents to the 1980 survey are listed on the following pages in accordance with their predominant product or service. The system used generally follows the Standard Industrial Classification Manual. As users of this manual know, companies do not always fall clearly into a single SIC code. EMC has used its own judgment as well as each respondent's self-classification to select the group in which each company fits best from an engineering employment viewpoint.

Since the SIC code does not identify several commonly-understood industry groupings such as the "aerospace industry" or the "research and development industry" EMC has made special combinations of technologically-oriented industry groups for the purpose of developing some of its salary curves. In order to provide salary curves truly characteristic of a special industry group, individual companies may have been included in more than one group. (For example, a company engaged in metallurgical research would be included in the metals group and also in the research group.) This should cause no problem to salary administrators, but does affect the number of salaries included in the various groups and data tables. In the list of participants, the following symbols identify respondents whose data are included in other groups.

A - also included in Aerospace data
P - also included in Petroleum data
R - also included in R&D data

AEROSPACE

Avco Corp.-Lycoming Division
Bendix Corp.
Bendix Corp-Flight Systems Div.
Boeing Vertol Co.-Boeing Ctr P32-02
Chandler Evans Co.-Div Colt Inds
Clifton Precision Litton Systems Inc.
Fairchild Space & Electronics Co.
Gates Learjet Corp.
General Dynamics Co.-Fort Worth Div.
General Electric Company
Gulton Inds
R HRB Singer Co.
ITT Corporation-Avionics Division
Kaman Aerospace Corp.
Lear Siegler Inc.
Litton Industries-Guidance & Controls
Lockheed Electronic-WSTF
Pan Am World Airways
RCA Corporation-Astro Electronics
Rocket Research Co.
TRW Defense-Space

CHEMICAL

Achem Products Inc.
American Synthetic Rubber Corp.
Armak Company
Cosmair Inc.
EB Industries Inc.
E. I. DuPont Co.
Engelhard Minerals & Chem Corp.
FMC Corp Alkali CHM
R Ferro Corp Tech CTR
W R Grace & Co.
B F Goodrich Co.
Kaiser AGR Chemicals
Kay Fries Inc.
Kerr-McGee Corp.
Lederle Laboratores
Eli Lilly & Co.
Lilly Indl Coatings Inc.
Lord Corp.
Marine Colloids
Miles Laboratories
Mississippi Chemical
NL Industries Inc.
Nalco Chemical Co.
National Lead Co.
Noxell Corp.
Oakite Products Inc.
Olin Corp.
Ortho Diagnostics Inc.
Revlon Inc.
Rohm & Haas Co.
Stauffer Chemicals-(30 Div)
Thiokol Chemical Cor
UOP Norplex Div
U S Borax & Chemical

ELECTRICAL EQUIPMENT

Allen-Bradley Co.
Bodine Electric Co.
Boston Insulated Wire & Cable Co.
Damon Corp.
Eltra Corp-Prestolite Elec Div
Emerson Electric Co.-Micro Div
Franklin Elec Co. Inc.
General Electric-Data Comm Prods
Harvey Hubbell Inc.
Hoover Worldwide Co.
Leviton Mfg. Co. Inc.
McGraw Edison PWR Sys
Milwaukee Elec Tool
Onan Corp.
Preformed Line Products Co.
Raymond Corp.
Western Electric Co.

ELECTRONIC EQUIPMENT

Allen-Bradley Co.
Alpha Industries
American Electronic Labs Inc.
Automatic Signal
Automatic Switch Co.
Avco Electrics Div.
Burroughs Corp.
Cardiac Pacemakers
Control Data Corp.
Dynamic Controls
Electro Corp.
Emerson Electric Co.-Wer Indust Div
E-Systems Inc.-Garland Div.
Evans & Sutherland Computer Corp.
Formation Inc.
Frederick Electronics
Gettys Mfg Co. Inc.
Globe-Union Inc.
Gulf & Western Ind-Eagle Signal Div
Hazeltine Corp.
Heath Co.
Jerrold Electronics Corp.
Jet Electronics & Tech Inc.
E F Johnson Co.
Key Tronic Corp.

LFE Corp.
Litton Systems Inc.-Amecom Div.
Lockheed Electronics
Lundy Elec & Sys Inc.
Magnavox Consumer Electronics Co.
Measurex Corporation
Medtronic Inc.
Microwave Semiconductor Corp.
Milton Bradley Co.
Nicolet Scientific Corp.
Nordan System Inc.
North American Philips Lighting Co.
Nuclear Data Inc.
Pako Corporation
Paradyne
Perkin-Elmer Corp.
Pyrotronics Corp.
Revere Corp. of Amer.
Rogers Corporation
Sanders Assoc. Inc.
Threshold Tech Inc.
A Westinghouse Elec Co.-Defense Ctr

FOODS

American Maize - Products Co.
Anderson, Clayton & Co.
Church's Fried Chicken Inc.
Coca-Cola Company
F & M Schaefer Brewing Company
Friendly Ice Cream
General Foods Corp.
Gerber Products Co.
Hardee's Food System
Hiram Walker & Sons
Jos Schlitz Brew Co.
Miller Brewing Co.
Stouffer Foods
Thomas J. Lipton Inc.
William Underwood Co.

INSTRUMENTS

Applied Research Lab
Bailey Meter Co.
Eberline Instrument Corp.
Fisher Controls Co.
Instrumentation Lab
Johnson Controls
Kollmorgen Corp.
Leeds & Northrup Co.
Narco Scientific Ind Inc.
Sperry Rand Corp.
Taylor Instrument Co-Div Sybran
Teledine Avionics
Water Associates Inc.

MACHINERY

Allis-Chalmers Corp.
Artisan Industries
Bauer Bros Co.
Bird Machine Co. Inc.
Buffalo Forgec
Deere & Co.
Fiber Controls Corp.
Garden Way Mfg Co.
Gardner-Denver Co.
Gehl Co.
Houdailles-Viking Div.
Hyster Company
Ingersoll-Rand Co.-New Hamp. (5 Div)
Kelley Company Inc.
Kershaw Mfg. Co. Inc.
Koppers Co. Inc.
Leesona Corp.
Leybold Heraeus Vaccuum Prods
Lilliston Corp.
Markem Corp.
Monroe the Calculato Co. Linton Ind.
Roper Pump Co.
S. Bend Automotive Dv
Sperry New Holland
Stone Platt Ind Ltd.
Timken Co.
Tuthill Pump Co.
Vermeer Mfg. Co.
R Warner & Swasey
Weber Marking Stms
Wehr Corp.
Wheelabrator Frye

METALS, (BASIC)

R Amex Base Metals Res & Dev Inc.
Engelhard Industries
R International Nickel
Laclede Steel Co.
Standard Steel Div. of Titanm

METAL PRODUCTS, FABRICATED

Abex Denison Div
ACCO Chain Div
AMP Incorporated
Ansul Co.
ARO Corp.
R Babcock & Wilcox Co.-Pwr Gen GRP

Baltimore Aircoil Co. Inc.
Brand Rex Co.
Brunswich Corp.
Buckbee Mears Co.
Butler Mfg. Co.
Cargocaire Engrg. Corp.
Chicago Bridge & Iron Co.
Duo-Fast Corp.
Fafnir Bearin Div of Textron
General Cable Corp.
Goulds Pumps Inc.
H. H. Robertson Co.
Hitachi Magnetics Corp.
Hobart Corp.
Holland Company
Ideal Corp.
Ingersoll-Rand Co.
Jacuzzi Bros. Inc.
Johnson Div. UOP
R King Labs Inc.
Kohler Co.
Lakeside Bridge & Steel Co.
Lancaster Mach Knife Works
L.B. Foster Co. Inc.
Maytag Co.
Metex Corp.
Mitchell Engrg. Co.
Modine Mfg. Co.
Nooter Corp.
Norris Industries
NRC Inc.
Olin Corp.
Paceco - Div. of Fruehauf Corp.
P. Coyne - Brunswich Corp. (2 Div)
Rapistan Inc.
Rochester Corp.
Rockwell Internatnl
Schwinn Bicycle Co.
Sperry Vickers - Div Sperry Rand
TRW-Ross Gear Div.
United Nuclear Corp.
Vendo Company
Walter Kidde & Co.
Whirlpool Corp-Administrative Ctr
Worcester Controls

PAPER AND WOOD

Chesapeake Corp of Virginia
Consolidated Papers
Esselte Pendaflex
Mead Paper-Forms Paper Div.
Potlatch Corporation
Simpson Timber Co.
Temple-Eastex Inc-Eastex Div.
Westvaco (2 Div)
R Weyerhaeuser Co.-Res & Dev.

PETROLEUM

Armada Hess Corp.
Atlantic Richfield
Caltex Petroleum
P Continental Oil Co-Wrenshall Ref.
Equity Oil Co.
R Exxon Res & Engrg Co.
Witco Chem Corp.-Kendall Amalie Div.
Kerr-McGee Corp. (2 Div)
P Koch Regining Co.
Mobil Oil Co.-Beaumont Refinery
P Pennzoil Producing Company
Santa Fe Engrg Svc
R Standard Oil of Ohio
Sun Production Co.
Tenneco Oil Co.
R Tesoro Petroleum Corp.

MANUFACTURING, MISC.

American Enka Co.
Bendix Corp.-Friction Matls. Div.
BMW of North America, Inc.
B. F. Goodrich Co.
R Borg-Warner Research Center
Brockway Glass Co.
Brunswick Corp.
Cabot Corp.
Capitol Plastics of Ohio Inc.
Colt Inds. Inc.-Holley Carburetor
Conwed Corp.
Dana Corp.
Dayco Corp.
Dravo Corp.
General Dynamics Co.
Gould Inc.
Green Tweed & Co.
Inst of Gas Tech
Intertherm Inc.
J.P. Stevens & Co. Inc.
Kimberly-Clark Corp.
King Seeley Thermos Co.
Lord Co.
Maryland Shipbuilding & Drydock Co.
National Steel & Shipbuilding Co.
North Jersey Dist. Water Supply Comm.
Norton Co.
Parker Pen Co.
Peterson Mfg. Co.

Presto Products Inc.
Robert Bosch Corp.
Rogers Corp.
Sealed Power Corp.
Sioux Tools Inc.
Smithers Co.-Smithers Oasis Div
Swiftships-LaFitte
Teledyne Cont. Motors-Gen Prod Div

NON-MANUFACTURING

COMMUNICATION

Carolina Tel & Telegraph Co.
Comsat Corporation
General Telephone Co. of Southeast
Harris Corp-Broadcast Prods Div.
Lincoln Telephone Co.
Western Union Telegraph Co.

CONSULTANTS, ENGRG & ARCHITECTURAL

ABAM Engineers Inc.
Alfred Benesch & Co.
Alvord-Burdick & Howson Engrs
BDM Corp.
Benedict, Bowman, Craig & Moos
Briley Wild & Assoc.
Burgess & Niple Ltd.
Burns & Roe Inc.
Camp Dresser & McKee
Capitol Engineering
Caudill, Rowlett & Scott
CE Williams & Assoc.
CH2M-Hill, Inc.
Charles River Assoc.
Commonwealth Assoc.
R Computer Sciences Corp Sys Div
Conkey & Associates
Crandall Dry Dock En.
CR Velzy Assoc Inc.
Daily & Associates
Dames & Moore
Daniel, Mann, Johnson & Mendenhall
Dappolonia Cnslt Eng.-Pitt, PA (9 div)
Ebasco Services Inc.
ES Preston Assoc. Inc.
Ferver Engr. Co.
Fromherz Engineers
Gannett, Fleming, Corddry, Carpenter
Goodkind & Odea Inc.
Greeley & Hansen
Griener Engineering Sciences Inc.
Hardest & Hanover
Harza Engineering Co.
Haven & Emerson Inc.
Homer L. Chastain & Associates
HTB Inc.
Kennedy/Jenks Engineers
Leroy Crandall Assoc.
O'Brien & Gere Engineers Inc.
Parsons, Brinckerhoff Quade & Douglas
Peabody Process Systems
Post Buckley Schuh & Jernigan Inc.
Richardson Gordon & Assoc.
R Sargent & Lundy
Schaefer, Johnston, Lichtenwalter
Stanley Cnslts, Inc.
Tammen & Bergendoff-Cleveland (2 div)
Tillitt & Associates Inc.
Tudor Engrg. Co.
Turner Collie & Braden Inc.
URS Forrest & Cotton
URS John Blume Assoc.
Van Zelm Heywood & Shadford Inc.
Wallace Holland Kastler Schmitz Co.
Warren & Van Praag
Wiley & Ham

CONSTRUCTION

Al Johnson Contruct
Dravo Corp. (2 Div)
Hilti Inc.
L E Myers Co.
Midrex Corp.
MKEBX Construct Co.
Northwest Electric
Pendleton Construction Corp.
Raymond Internatl Builders
Rust Engineering Co.
Wismer & Becker Contracting Engrs.
W. M. Lyles Co.
United Engineers & Constructors (2 Div)

ENGINEERING SERVICES

Bank Building
P Core Labs Inc.
Dayton T. Brown
Dresser Engrg. Co.
Holmes & Narver Ir
Kerr-McGee Corp.
Page Communication Engineers Inc.
Quest Research Corp.
Underwriters Labs
R Ralston Purina Co.
Scientific Design Co.

MINING

Freeport Sulphur Co.
Gulf Mineral Resources Co.
Kerr-McGee Corp. (3 div)
Pittsburgh Pacific Co.
P Terra Resources Inc.

RESEARCH ORGANIZATIONS

Aerospace Corp.
American Can Co.-Tech Center
Argonne Natl Lab
Asarco Incorporated
Bell Telephone Labs
Brookhaven Natl Lab
R Bus Forms Inc.
Climax Molybdenum Co.
Dart Industries
Dictaphone Corp.
Duracell Intl Inc.
Ensco Inc.
Falcon Res & Dev Co.
Fermi Natl Accel Lab
General Research Co.
General Research Corp.
Gould Laboratories - (2 div)
GTE Automatic Electric Labs
GTE Laboratories
Halcon Research & Dev Corp.
Jim Walter Rsch Corp.
Life Systems Inc.
Oceanographic Inst.
Philips Laboratories
Prototype Dev Assn.
Rand Corporation
RE/SPEC Inc.
Sandia Laboratories-New Mexico
P Standard Oil (Indiana)
Sverdrup/Aro Inc.
Syracuse Research Corp.
Systan Inc.
System Development
Terratek
U of Dayton RS Inst.
W R Grace & Co.

ELECTRIC UTILITIES

Alabama Power Co.
Allegheny Power Service Corp.
Appalachian Power Co.
Arizona Pub Serv Co.
Ark Power & Light Co.
Carolina Power & Light Co.
Central Nebraska Pub Power Irrig
Cincinnati Gas-Elec
Clay Electric Coop
Commonwealth Edison
Consolidated Edison
Dairyland Power Coop
Detroit Edison Co.
Duke Power Co.
Duquesne Light Co.
Electric Power Bd of Chattanooga
Fort Collins Light & Power
GPU Service Corp
Grant County Public Util Dist
Gulf Power Co.
Illinois Power Co.
Iowa Ill Gas & Electric
Iowa Power
Kansas City Power & Light Co.
Minnesota Power & Light Co.
Mississippi Power Co.
Mississippi Power & Light Co.
Montana Power Co.
Nebraska Public Power Dist.
New Orleans Pub Serv
Northeast Utilities
NY State Electric & Gas Corp.
Omaha Pub Power Dist.
P Orange & Rockland Utilities Inc.
Penn Pwr & Light Co.
Philadelphia Elec Co
Public Serv Co of NH
Pub Serv Elec & Gas
Public Utility Dist #1-Snohomish Co.
Savannah Elec & Pwr
South Carolina Electric & Gas
Southeastern Ill Electric Corp. Inc.
Southern Servs Inc.
System Fuels Inc.
Tampa Electric Co.
Texas Utilities Services
Tri-State Gen & Trans
Union Electric Co.
Virginia Electric & Power Company
Washington Pub Pwr Supply System
Wisconsin Elec Power

GAS UTILITIES & PIPELINES

Algonquin Gas Transmission Co.
Colorado Interstate
El Paso Natural Gas
P Gasco Inc.
Lone Star Gas Co.

Natural Gas Pipeline
Northern Natural Gas
Northwest Alaskan Pipeline Co.
Panhandle Eastern Pipe Line Co.
Peoples Gas Light & Coke Co.
Southern Nat Gas Co.
Southern Union Gas Co.
Texas Eastern Trans.
Texas Gas Trans Corp.
Transco Cos Inc.
United Gas Pipeline
Washington Gas Light

MISCELLANEOUS NON-MANUFACTURING

Allendale Mutual Insurance Co.
American Petroleum Institute
Connecticut Water Co.
Jewel Companies Inc.
National Radio Astrometry Observ.
Norfolk Western Railroad
Philadelphia Suburban Water
Port Authority of N.Y. & N.J.
Portland Cement Assoc.
Portland Pipeline
Welding Design & Fabrication

GOVERNMENT INSTITUTIONS

FEDERAL

ADP Sys. Pln. & Dev., TVA
Bonneville Pwr Admin
Naval Avionics Ctr
Naval Ship Weapon Sys Engrg Statn
US Dept of Army-Fort Detrick

STATE

Louisiana Dept. of Trans & Dev.
Michigan Dept. of Transportation
Mississippi Research & Devel Ctr
North Dakota State Highway Dept.
State of Alabama-Dept. of Hwys
State of Arkansas-Dept. of Hwys
State of Georgia, Dept. of Trans.
State of Maine-Transportation Dept.
State of Mass., Public Works Dept.
State of Mississippi-Dept. Hwys
State of Missouri-Dept. of Hwys
State of Montana-Dept. of Hwys & Trans.
State of New York-Civil Serv Dept.
State of Utah-Dept of Trans.
State of Virginia-Dept. Hwys & Trans.

LOCAL

City of Cincinnati-Div Air Poll Cont.
City of Cincinnati-Engr. Div.
City of Co Springs
City of Dayton-Ohio
City of Fort Worth
City of Grand Rapids-City Engrg. Dept.
City of Houston, Civil Service Dept.
City of Kansas City
City of Lakeland-Dept. Elec & Wtr Util
City of Milwaukee, Bureau of Engrs.
City of Philadelphia
City of St. Paul, Water Utility
County of Greenville
County of Milwaukee, Techs Engs & Archs
E Baton Rouge Parish, Dept Pub Wks
Los Angeles County Road Department
Metropolitan Dist.
Port of Long Beach
San Francisco Water Department
Springfield Util Bd

EDUCATIONAL INSTITUTIONS

ENGINEERING SCHOOLS, PHD

Air Force Institute of Technology
Auburn University
Brigham Young University
Brown University
City Coll of CUNY
Clarkson College
Cleveland State Univ. Fenn Coll. of Engr.
College of Engineering, Morgartown, W.V.
Colorado School of Mines
Colorado State University
Columbia University, Sch of Engr & Ap Sci.
Dartmouth College Thayer Schcol of Engrg.
Drexel University College of Engrg.
Florida Inst. of Tech.
Georgia Inst. of Tech.
Howard University, Sch of Engr.
Illinois Institute of Technology
John Hopkins Univ. C.W.C. Whiting Sch Engr
Lamar University, College of Engrg.
Louisiana Tech. University, Coll of Eng.
Marquette University College of Engrg.
Mass. Inst. of Tech., School of Engrg.
Michigan Tech. Univ.
Montana State University
New Jersey Inst. of Tech.
New Mexico Inst. of Mining & Tech.
New Mexico State University
New York St. Coll of Ceramics at Alfred Univ.
Northwestern University Tech Inst.
Ohio State University, College of Engrg.
Ohio University, College of Engrg & Tech.
Oklahoma State Univ. Div. Engr, Tech, Arch.
Old Dominion University
Oregon State University, Sch of Engr.
Penn State University, College of Engrg.
Rensselaer Poly Inst., School of Engrg.
Rice University
Rutgers University
South Dakota School of Mines & Tech.
Southern Methodist University
Stevens Inst. of Tech.
Syracuse University College of Engrg.
Tennessee Tech. University
Texas A&M University, School of Engrg.
Texas Tech University, Coll of Engr.
Tulane University, Sch of Engr.
Union College
University of Akron, Coll of Engr.
University of Alabama, Coll of Engr.
University of Arizona, College of Engrg.
University of Arkansas
University of California, Berkley
University of California, Davis, Coll Engr.
University of California, Los Angeles
University of California, Coll of Engr Santa Barbara
University of Colorado,Boulder, Coll Engr & App Sci
University of Connecticut, School of Engrg.
Univ. of Florida, Coll. of Engrg.
University of Hawaii, Coll. of Engrg.
University of Houston, Coll of Engr.
University of Illinois at Urbana-Champaign, Coll Engr.
University of Iowa, Coll of Engr.
University of Kentucky
University of Lowell
University of Maine at Orono, Coll of Engr & Sci
University of Maryland, Coll of Engr.
University of Miami, Sch of Engr & Arch.
University of Mississippi, School of Engrg.
University of Missouri-Columbia
University of Missouri-Rolla
University of Nebraska, Coll Engr & Tech.
University of Nevada-Reno, Coll of Engr.
University of New Hampshire, Coll. of Engr & Phy. Sci.
University of New Mexico, Coll of Engr.
University of Oklahoma, College of Engrg.
University of Pittsburgh, School of Engrg.
University of Rhode Island, Coll of Engr.
University of Santa Clara, Coll of Engrg.
Univ. of South Florida
University of Texas, Arlington
University of Texas, Austin, Coll of Engr.
University of Toledo
University of Tulsa, Coll. Engrg. & Phys. Sci.
U.S. Naval Postgrad School
Utah State University
University of Washington
University of Wisconsin at Milwaukee
VA Polytechnic Inst.
Washington State University Coll. of Engrg.
Wayne State University, Coll. of Engrg.
West Virginia University, Coll of Min & Eng Res.
Worcester Poly Inst.

ENGINEERING SCHOOLS NON-PHD

Arkansas State University
Boston University
Bradley University
Bucknell University
California State Univ., Chico
California State Univ., Fresno
California State University, Long Beach

California State University, Northridge
Cal State Poly University
Christian Brothers College
(The) Citadel
Cooper Union
Embry-Riddle Aero U.
Florida Atlantic U.
Geneva College
Hartford Graduate Center
John Brown University
Lafayette College
Le Tourneau College Engrg. Div.
Manhattan College
McNeese State University
Memphis State University
Milwaukee School of Engineering
Monmouth College
Moody Coll. of Marine Sci-Texas A&M
Ohio Northern University, Col. of Engrg.
Parks Coll. of St. Louis University
Penn State University Capitol Campus
Portland State University, Engr. & App Sci.
Purdue University Calumet
Purdue University at Fort Wayne
Purdue University of Indianapolis
San Jose State University
Seattle Pacific Univ. Nat & Math Sci.
South Dakota State University
Southeastern Mass. University
Southern Illinois Univ., Carbondale
Southern Illinois Univ., Edwardsville
Texas A&I University
Trinity College
Trinity University
University of Alabama in Birmingham
University of Bridgeport
University of Central Florida
University of D.C.
University of Michigan-Dearborn
University of New Orleans
University of North Carolina Charlotte
University of North Dakota, Sch of Engr & Mines
University of Portland
University of the Pacific Sch of Engrg.
University of Redlands
University of Scranton
University of S.W. Louisiana
University of Texas, Coll. of Engrg., El Paso
University of Texas, Permian Basin, Odessa
University of Wisconsin, Platteville
Valparaiso University
VA Military Inst.
Vanderbilt University
Villanova University, Coll of Engr.
Western Michigan University
West Virginia Inst. of Tech.
Wright State University
Youngstown State University

TECHNICAL INSTITUTES

Academy of Aeronautics
Aiken Tech.
Anoka-Ramsey Comm. College
Arizona State University
Asheville Buncombe Tech. Inst.
Beaufort Cty Tech. Inst.
Belmont Tech College
Blue Hills Tech. Inst.
Boise St. U., Sch of Voc. Tech Ed.
Brevard Community College
Bristol Comm. College
Bronx Community College
Broome Comm. College
California Maritime Academy
Catawba Valley Tech. Institute
Central Piedmont Comm. College
Chattanooga State Tech. Comm. College
Chemeketa Comm. College
Clackamas Comm. College
Clark Tech. College
Cleveland State Comm. College
Cogswell College
C. S. Mott Community College
Del Mar College
Delta College
Del Tech. & Comm. College
Denmark Tech. College
DeVry Institute
Dutchess Comm. College
East Tennessee State University
Eastern Maine Voc. Tech. Inst.
Eastern Shore Comm. College
Emporia State University, Industrial Ed.
Fitchburg State College
Florence-Darlington Tech. College
Florida Jr. College, Jacksonville
Franklin University
Fulton-Montgomery Comm. College
Ga. Southern College
Germanna Comm. College
Greenfield Comm. College
Greenville Tech.
Guilford Tech Inst.
Hawkeye Inst. of Tech.
Houston Comm. College
Indiana State University Evansville
Iowa Valley Comm. College
Jamestown Comm. College
Jefferson State Jr. College

Kansas State University. Engr. Tech. Dept.
Kansas Tech. Inst.
Kent State University (Salem Campus)
Kent State University (Tuscarawas Campus)
Lord Fairfax Comm. College
Marion Tech. College
Massasoit Comm. College
Memphis State University
Metropolitan State College
Middle Tennessee State University
Missouri Western State College
Monroe County Comm. College
Morehead State University
Morrison Institute of Technology
Murray State University
Nashville State Tech.
Niagara County Comm. College
Normandale Comm. College
Northern Michigan University
Northern Virginia Comm. College
Ocean County College
Okaloosa-Walton Jr. College
Oklahoma State University, Sch of Tech.
Olive Harvey College
OMI Coll of Ap Sci of the U. of Cincinnati
Orange County Comm. College
Oregon Inst. of Tech.
Parkersburg Comm. College
Pittsburgh State University
Pittsburgh Tech. Inst.
Pitts Community College
Purdue University, West Lafayette
Purdue University, Indianapolis
Purdue University, Regional Campus
Queensborough Comm. College
Randolph Tech. College
Richmond Tech. Inst.
Rochester Inst. of Technology
Rochester Tech-Natl Inst for Deaf
Rock Valley College
San Antonio College
Schenectady Cty Comm. College
Schweiter Tech Sch
South Georgia College
Southern Illinois University
Southwest Missouri State University
Spartanburg Tech College
St. Louis Comm. College at Forest Park
Sumter Area Tech. College
SUNY A&T Alfred
SUNY A&T Canton
SUNY A&T College, Morrisville
SUNY A&T College at Farmingdale
SUNY College of Tech at Utica/Rome
Technical Career Inst.
Technical College of Alamance
Temple University
Texas Southern University
Thames Valley State Tech. College
Thornton Comm. College
Trenton State College
Triton College
Ulster Cty Comm. College
University of D.C. Coll of Phy Sci,. Engr & Tech.
University of Maine
University of Pittsburgh, Bradfore
University of Pittsburgh, Johnstown
University of South Dakota, Springfield
University of Southern Colorado
University of Southern Mississippi
Walters State Comm. College
Weber State College, School of Tech.
Wentworth Institute Technology
Western Carolina University
Western Illinois University
Western Kentucky University
Western Piedmont Comm. College
Western Wyoming Community College
Wilson County Tech. Institute
Yakima Valley College
Youngstown State University

DO NOT DETACH THIS PAGE — SEE INSTRUCTIONS ON FORM

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1980

Please return this sheet with your filled-out data form. **Unidentified returns cannot be included in the survey.** Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

If the mailing label affixed below is incorrect, incomplete, or missing, please indicate correct address:

1. Name of Reporting Organization:_____

Address:_____

City:_____ State:_____ Zip Code:_____

2. Name and title of person responsible for data:_____

Tel. No. ( )-_____

RETURN THIS ENTIRE DATA FORM AND FORM B TO:

ENGINEERING MANPOWER COMMISSION
345 East 47th Street, New York, New York 10017

AMERICAN ASSOCIATION
OF ENGINEERING SOCIETIES
345 EAST 47th STREET
NEW YORK, NEW YORK 10017 TELEPHONE 212-644-7840

Engineering Manpower Commission

MEMBER SOCIETIES
American Society of Civil Engineers
American Institute of Mining, Metallurgical and Petroleum Engineers, Inc.
The American Society of Mechanical Engineers
The Institute of Electrical & Electronics Engineers
American Society for Engineering Education
American Society of Heating, Refrigerating & Air-Conditioning Engineers, Inc.
American Society of Agricultural Engineers
American Institute of Chemical Engineers
National Council of Engineering Examiners
Society of Manufacturing Engineers
National Society of Professional Engineers
National Institute of Ceramic Engineers
Society of Plastics Engineers, Inc.
American Society for Quality Control
Standards Engineers Society
American Institute of Industrial Engineers, Inc.
Society of Fire Protection Engineers
Society of Women Engineers
American Institute of Plant Engineers
American Association of Cost Engineers

ASSOCIATE SOCIETIES
Air Pollution Control Association
American Society for Metals
The Society of American Military Engineers
Society of Allied Weight Engineers, Inc.
American Congress on Surveying & Mapping
National Association of Corrosion Engineers
Society of Packaging and Handling Engineers
International Material Management Society
American Society of Gas Engineers
American Academy of Environmental Engineers
American Consulting Engineers Council

REGIONAL SOCIETIES
Western Society of Engineers
The Cleveland Engineering Society
Engineering Society of Detroit
Washington Society of Engineers
Engineering Societies of New England, Inc.
International Material Management Society New Jersey Chapter, Inc.
Danville Engineers Club

March, 1980

To Corporate Salary Administrators and Other Personnel Executives:

The Engineering Manpower Commission will conduct its fourteenth consecutive biennial survey of Engineering Salaries in 1980. As a significant employer of Engineering Personnel you are invited to participate. The rates submitted should be those in effect March 1, 1980. Your reply is requested to reach this office by April 15, 1980. Salaries for those who graduated in the first quarter of 1980 should be combined with the 1979 graduates. We regret that any data received later than April 30, 1980, cannot be included in the results. Participants in the survey will be sent a complimentary set of the curves for their specific industry group.

You are probably already familar with our survey and the salary curves we publish from it. Salary data are reported in a form directly useable by most salary managers. Median salaries are reported on the basis of experience broken down by such variables as industry group, supervisory status and degree level. The Engineering Salary Survey has been conducted in its present form biennially since 1953, thereby, providing salary trend continuity over a period of more than twenty-five years.

The Engineering Salary Survey is conducted by the Engineering Manpower Commission of the American Association of Engineering Societies. Since AAES is a public service organization, broadly representative of the engineering profession, our reports are recognized as authoritative and impartial. In addition, we provide complete assurance of the confidentiality of the data submitted to us.

This year's data forms are similar to those of previous years, with the white form for non-supervisory engineers and the yellow one for supervisory engineers. Please follow closely the instructions on the forms and return all parts to us. To permit the most accurate breakdown of our salary statistics, we ask that diversified companies use separate forms to report components that are in different industry groups or locations. If you need additional forms, we will be glad to provide them.

We hope you will join our other survey participants in helping to make this survey a success.

Sincerely,

Patrick J. Sheridan

Patrick J. Sheridan
Manager, Manpower Activities

FORM A
(Please also complete Form B)
101

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1980

A survey conducted by
ENGINEERING MANPOWER COMMISSION
of American Association of Engineering Societies

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following procedure:

DO NOT put your name and address on this form, but fill in information for questions 1-5 to enable correct classification of your reply.

Fill in the salary data for non-supervisory engineering graduates on the inside of this form. Also provide data for supervisory engineering graduates on Form B.

THEN FILL OUT THE TEAR-OFF STRIP on the right, giving the name of the reporting organization and the person to contact. **DO NOT DETACH** — send the entire form to EMC.

If we do not receive a name and address slip with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

1. **Product or service code of organization (see below for preferred categories):** _____

2. Total number of employees in organization or unit covered by this report (approx): _____

3. Total number of engineering graduates employed in this organization or unit: _____

4. Please indicate state in which these engineers are predominantly employed, for purposes of determining regional salary differences: _____

5. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please give such additional number and reason for omission:

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
- 31 Aerospace
- 37 Automotive & railroad equipment
- 35 Business machines
- 51 Ceramic products, stone, clay, glass, cement
- 11 Chemicals, drugs, plastics
- 21 Electrical machinery & equipment
- 26 Electronic equipment
- 52 Food products
- 34 Instruments (precision)
- 56 Lumber & wood products
- 36 Machinery (other than electrical)
- 42 Metal products, fabricated
- 41 Metals, basic
- 46 Ordnance
- 53 Paper products
- 18 Petroleum
- 55 Rubber & plastic products, fabricated
- 38 Shipbuilding
- 54 Textile products
- 59 Other (Please specify only if none of the above categories is satisfactory)

Non-Manufacturing Industry Groups (Specify service area below)
- 88 Business, trade, publishing
- 81 Communication services
- 68 Construction
- 71 Consultants, engineering & architectural
- 73 Engineering services, other
- 61 Mining
- 74 Research organizations & laboratories
- 84 Transportation services
- 86 Electric Utilities
- 87 Gas Utilities & Pipelines

Government (Specify Level)
- 01 Federal
- 02 State
- 03 Local

Educational Institutions (Specify Type)
- 91 Colleges & universities
- 93 Technical institutes & junior colleges
- 94 Professional societies & non-profit institutions

PROFESSIONAL INCOME OF ENGINEERS—1980

FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

IMPORTANT – please read carefully before filling out form:

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row – note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level – bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their **year of graduation with bachelor's degree**, to give a common basis for comparison. If year of graduation cannot be given, report by age (**average 1979 graduate is 23, etc.**)

SALARY – should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc.

NON SUPERVISORY ENGINEERS – should include all engineering graduates whose duties are not primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. **Please include non-supervisory engineering graduates who are currently in non-technical positions.** If any engineering graduates must be omitted, please describe on line 5 of the cover page of this form. **Do not report part-time employees.**

ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																
BACHELORS DEGREE HIGHEST HELD	1979 (23)	1978 (24)	1977 (25)	1976 (26)	1975 (27)	1974 (28)	1973 (29)	1972 (30)	1971 (31)	1968-1970 (32-34)	1965-1967 (35-37)	1962-1964 (38-40)	1959-1961 (41-43)	1958-1958 (44-46)	1953-1955 (47-49)	1950-1952 (50-52)	1947-1949 (53-57)	UP TO 1946 (58+)
$51,000 & over																		
$48,000-50,999																		
$45,000-47,999																		
$42,000-44,999																		
$39,000-41,999																		
$37,000-38,999																		
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$14,000-14,499																		
Less than $14,000																		
MASTERS DEGREE HIGHEST HELD																		
$51,000 & over																		
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$45,000-47,999																		
$42,000-44,999																		
$39,000-41,999																		
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Less than $14,000																		
DOCTORS DEGREE HIGHEST HELD																		
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$15,000-15,499																		
$14,500-14,999																		
$14,000-14,499																		
Less than $14,000																		

DO NOT USE THESE SPACES

DO NOT USE THESE SPACES

DO NOT USE THESE SPACES

Please complete and return this form to . . .

ENGINEERING MANPOWER COMMISSION
345 East 47th Street
New York, New York 10017

as promptly as possible.

Please use this form for reporting salaries of all **non-supervisory** engineering graduates, including those who are in non-technical positions. **SUPERVISORY ENGINEERS SHOULD BE REPORTED ON FORM B.**

EXAMPLE OF COMPLETED FORM

Please report the number of individuals in each appropriate block as indicated below.

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)													
	BACHELORS DEGREE HIGHEST HELD	1979 (23)	1978 (24)	1977 (25)	1976 (26)	1975 (27)	1974 (28)	1973 (29)	1972 (30)	1971 (31)	1968-1970 (32-34)	1965-1967 (35-37)	1962-1964 (38-40)	1959-1961 (41-43)	1956-1958 (44-46)
101	$51,000 & over														
102	$48,000-50,999														
103	$45,000-47,999														
104	$42,000-44,999 — $3,000									1					
105	$39,000-41,999														
106	$37,000-38,999						1		9						
107	$35,000-36,999							2	1	1					
108	$33,000-34,999					1		3							
109	$31,000-32,999			4	2	7	8		1						
110	$29,000-30,999 — $2,000 intervals			1	2	3	1	2							
111	$27,000-28,999		3	12	10					1					
112	$26,000-26,999	2	8	3	4		1								
113	$25,000-25,999	5	6	2											
114	$24,000-24,999														

FORM B
(Please also complete Form A)

Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1980

A survey conducted by
ENGINEERING MANPOWER COMMISSION
of American Association of Engineering Societies

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following procedure:

DO NOT put your name and address on this form, but fill in information for questions 1-5 to enable correct classification of your reply.

Fill in the salary data for supervisory engineering graduates on the inside of this form. Also fill in the data for Form A.

THEN FILL OUT THE ADDRESS SHEET ON FORM A and return **BOTH FORMS** to EMC.

If we do not receive a name and address slip with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

1. **Product or service code of organization (see below for preferred categories):** _____

2. Total number of employees in organization or unit covered by this report (approx): _____

3. Total number of engineering graduates employed in this organization or unit: _____

4. Please indicate state in which these engineers are predominantly employed, for purposes of determining regional salary differences: _____

5. If any employed SUPERVISORY engineering graduates are NOT included in this report, please give such additional number and reason for omission:

Number: _____ Reason: _____

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
- 31 Aerospace
- 37 Automotive & railroad equipment
- 35 Business machines
- 51 Ceramic products, stone, clay, glass, cement
- 11 Chemicals, drugs, plastics
- 21 Electrical machinery & equipment
- 26 Electronic equipment
- 52 Food products
- 34 Instruments (precision)
- 56 Lumber & wood products
- 36 Machinery (other than electrical)
- 42 Metal products, fabricated
- 41 Metals, basic
- 46 Ordnance
- 53 Paper products
- 18 Petroleum
- 55 Rubber & plastic products, fabricated
- 38 Shipbuilding
- 54 Textile products
- 59 Other (Please specify only if none of the above categories is satisfactory)

Non-Manufacturing Industry Groups (Specify service area below)
- 88 Business, trade, publishing
- 31 Communication services
- 68 Construction
- 71 Consultants, engineering & architectural
- 73 Engineering services, other
- 61 Mining
- 74 Research organizations & laboratories
- 84 Transportation services
- 86 Electric Utilities
- 87 Gas Utilities & Pipelines

Government (Specify Level)
- 01 Federal
- 02 State
- 03 Local

Educational Institutions (Specify Type)
- 91 Colleges & universities
- 93 Technical institutes & junior colleges
- 94 Professional societies & non-profit institutions

FORM B

PRESENT SALARY OF SUPERVISORY ENGINEERING GRADUATES ONLY

IMPORTANT — please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level — bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their **year of graduation with bachelor's degree**, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1979 graduate is 23, etc.).

SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc.

SUPERVISORY ENGINEERS — should include all engineering graduates whose duties are primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. **Please report all supervisory engineering graduates, including those who are in general management or non-technical positions.** If any must be omitted, please describe them on line 5 of the cover page of this form. **Do not report part-time employees.**

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																
	BACHELORS DEGREE HIGHEST HELD	1979 (23)	1978 (24)	1977 (25)	1976 (26)	1975 (27)	1974 (28)	1973 (29)	1972 (30)	1971 (31)	1970-1970 (32-34)	1965-1967 (35-37)	1962-1964 (38-40)	1959-1961 (41-43)	1956-1958 (44-46)	1953-1955 (47-49)	1950-1952 (50-52)	1947-1949 (53-57)	UP TO 1946 (58+)
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221	$17,000-17,999																		
222	$16,000-16,999																		
223	$15,500-15,999																		
224	$15,000-15,499																		
225	$14,500-14,999																		
226	$14,000-14,499																		
227	Less than $14,000																		
	DOCTORS DEGREE HIGHEST HELD																		
301	$51,000 & over																		
302	$48,000-50,999																		
303	$45,000-47,999																		
304	$42,000-44,999																		
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320	$18,000-18,999																		
321	$17,000-17,999																		
322	$16,000-16,999																		
323	$15,500-15,999																		
324	$15,000-15,499																		
325	$14,500-14,999																		
326	$14,000-14,499																		
327	Less than $14,000																		

$3,000 intervals

$2,000 intervals

$1,000 intervals

$500 intervals

DO NOT DETACH THIS PAGE – SEE INSTRUCTIONS ON FORM

PROFESSIONAL INCOME OF ENGINEERS IN EDUCATION—1980

Please return this sheet with your filled-out data form. **Unidentified returns cannot be included in the survey.** Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

If the mailing label affixed below is incorrect, incomplete, or missing, please indicate correct address:

1. Name of Reporting Organization: _____

Address: _____

City: _____ State: _____ Zip Code: _____

2. Name and title of person responsible for data: _____

Tel. No. ( )- _____

3. Please check type of institution:

- ☐ Engineering school, PhD granting.
- ☐ Engineering school, non-PhD granting.
- ☐ Technology school.
- ☐ Research unit.

RETURN ENTIRE DATA FORM TO:

ENGINEERING MANPOWER COMMISSION
345 East 47th Street, New York, New York 10017

AAES

AMERICAN ASSOCIATION
OF ENGINEERING SOCIETIES

345 EAST 47th STREET
NEW YORK, NEW YORK 10017 TELEPHONE: 212-644-7840

Engineering Manpower Commission

MEMBER SOCIETIES

American Society of Civil Engineers
American Institute of Mining, Metallurgical and Petroleum Engineers, Inc.
The American Society of Mechanical Engineers
The Institute of Electrical & Electronics Engineers
American Society for Engineering Education
American Society of Heating, Refrigerating & Air-Conditioning Engineers, Inc.
American Society of Agricultural Engineers
American Institute of Chemical Engineers
National Council of Engineering Examiners
Society of Manufacturing Engineers
National Society of Professional Engineers
National Institute of Ceramic Engineers
Society of Plastics Engineers, Inc.
American Society for Quality Control
Standards Engineers Society
American Institute of Industrial Engineers, Inc.
Society of Fire Protection Engineers
Society of Women Engineers
American Institute of Plant Engineers
American Association of Cost Engineers

ASSOCIATE SOCIETIES

Air Pollution Control Association
American Society for Metals
The Society of American Military Engineers
Society of Allied Weight Engineers, Inc.
American Congress on Surveying & Mapping
National Association of Corrosion Engineers
Society of Packaging and Handling Engineers
International Material Management Society
American Society of Gas Engineers
American Academy of Environmental Engineers
American Consulting Engineers Council

REGIONAL SOCIETIES

Western Society of Engineers
The Cleveland Engineering Society
Engineering Society of Detroit
Washington Society of Engineers
Engineering Societies of New England, Inc.
International Material Management Society, New Jersey Chapter, Inc.
Danville Engineers Club

March, 1980

To The Deans of Engineering and Technology:

The Engineering Manpower Commission will conduct its fourteenth consecutive biennial survey of Engineering Salaries in 1980. As a significant employer of engineering graduates in faculty, administrative and research positions, you are invited to participate. The rates submitted should be those in effect March 1, 1980. Salaries for those who graduated in the first quarter of 1980 should be combined with the 1979 graduates. Your reply is requested to reach this office by April 15, 1980. We regret that any data received later than April 30, 1980, cannot be included in the results. Participants in the survey will be sent a complimentary set of the curves for their specific employment group.

You are probably already familar with our survey and the salary curves we publish from it. Salary data are reported in a form directly useable by most salary administrators. Median salaries are reported on the basis of experience broken down by such variables as academic rank and degree level. The Engineering Salary Survey has been conducted in its present form biennially since 1953, thereby, providing salary trend continuity over a period of more than twenty-five years.

The Engineering Salary Survey is conducted by the Engineering Manpower Commission of the American Association of Engineering Societies. Since AAES is a public service organization, broadly representative of the engineering profession, our reports are recognized as authoritative and impartial. In addition, we provide complete assurance of the confidentiality of the data submitted to us.

This year's data form is similar to that of previous years. Please follow closely the instructions on the form and return all parts to us. If you need additional forms, we will be glad to provide them.

We hope you will join our other survey participants in helping to make this survey a success.

Sincerely,

Patrick J. Sheridan

Patrick J. Sheridan
Manager, Manpower Activities

PROFESSIONAL INCOME OF ENGINEERS—1980

FORM C **PRESENT SALARY OF ENGINEERING GRADUATES EMPLOYED IN EDUCATIONAL INSTITUTIONS BY ACADEMIC RANK**

IMPORTANT — please read carefully before filling out form

This form gives the distribution of employed engineering graduates as a function of academic rank, salary bracket, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — note that some brackets include a wider salary range than others. Separate sections of the form are set aside for various academic ranks, on both sides of the form. Individuals are to be reported in the section corresponding to their rank, but within each section they are to be reported in the column for their year of graduation with bachelor's degree, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1979 graduate is 23, etc.)

SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, outside consulting, etc. **Please indicate number of months included in the normal contract for each rank**, in the space at the top of each section of the form. **Do not report part time employees, graduate students, adjunct faculty, etc.**

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																
	ASSISTANT PROFESSOR Months on normal contract ☐	**1979** (23)	**1978** (24)	**1977** (25)	**1976** (26)	**1975** (27)	**1974** (28)	**1973** (29)	**1972** (30)	**1971** (31)	**1968-1970** (32-34)	**1965-1967** (35-37)	**1962-1964** (38-40)	**1959-1961** (41-43)	**1956-1958** (44-46)	**1953-1955** (47-49)	**1950-1952** (50-52)	**1947-1949** (53-55)	**UP TO 1946** (56+)
101	$51,000 & over																		
102	$48,000-50,999																		
103	$45,000-47,999																		
104	$42,000-44,999																		
105	$39,000-41,999																		
106	$37,000-38,999																		
107	$35,000-36,999																		
108	$33,000-34,999																		
109	$31,000-32,999																		
110	$29,000-30,999																		
111	$27,000-28,999																		
112	$26,000-26,999																		
113	$25,000-25,999																		
114	$24,000-24,999																		
115	$23,000-23,999																		
116	$22,000-22,999																		
117	$21,000-21,999																		
118	$20,000-20,999																		
119	$19,000-19,999																		
120	$18,000-18,999																		
121	$17,000-17,999																		
122	$16,000-16,999																		
123	$15,500-15,999																		
124	$15,000-15,499																		
125	$14,500-14,999																		
126	$14,000-14,499																		
127	Less than $14,000																		

ASSOCIATE PROFESSOR Months on normal contract ☐

201	$51,000 & over																		
202	$48,000-50,999																		
203	$45,000-47,999																		
204	$42,000-44,999																		
205	$39,000-41,999																		
206	$37,000-38,999																		
207	$35,000-36,999																		
208	$33,000-34,999																		
209	$31,000-32,999																		
210	$29,000-30,999																		
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222	$16,000-16,999																		
223	$15,500-15,999																		
224	$15,000-15,499																		
225	$14,500-14,999																		
226	$14,000-14,499																		
227	Less than $14,000																		

DO NOT USE THESE SPACES

PROFESSOR Months on normal contract ☐

301	$51,000 & over																		
302	$48,000-50,999																		
303	$45,000-47,999																		
304	$42,000-44,999																		
305	$39,000-41,999																		
306	$37,000-38,999																		
307	$35,000-36,999																		
308	$33,000-34,999																		
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323	$15,500-15,999																		
324	$15,000-15,499																		
325	$14,500-14,999																		
326	$14,000-14,499																		
327	Less than $14,000																		

DO NOT USE THESE SPACES

DO NOT USE THESE SPACES

SEE OTHER SIDE FOR ADDITIONAL POSITIONS

FORM C (Continued)

This side includes sections for the following additional ranks: Instructors etc. (Full time only), Administrative Faculty, and Research & Other Non-teaching Positions. Refer to other side for instructions on filling out this form. Do not include part-time employees, graduate students, adjunct faculty, etc. PLEASE DO NOT NEGLECT TO INDICATE NUMBER OF MONTHS IN THE NORMAL CONTRACT FOR EACH ACADEMIC RANK.

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)															
	INSTRUCTOR, LECTURER, ETC. Months on contract	1979 (23)	1978 (24)	1977 (25)	1976 (26)	1975 (27)	1974 (28)	1973 (29)	1972 (30)	1971 (31)	1968-1970 (32-34)	1965-1967 (35-37)	1962-1964 (38-40)	1959-1961 (41-43)	1956-1958 (44-46)	1953-1955 (47-49)	1950-1952 (50-52)	1947-1949 (53-55)	UP TO 1946 (56+)
101	$51,000 & over																		
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122	$16,000-16,999																		
123	$15,500-15,999																		
124	$15,000-15,499																		
125	$14,500-14,999																		
126	$14,000-14,499																		
127	Less than $14,000																		

ADMINISTRATIVE FACULTY (DEANS, DEPARTMENT HEADS, ETC.) Months on contract

201	$51,000 & over																		
202	$48,000-50,999																		
203	$45,000-47,999																		
204	$42,000-44,999																		
205	$39,000-41,999																		
206	$37,000-38,999																		
207	$35,000-36,999																		
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222	$16,000-16,999																		
223	$15,500-15,999																		
224	$15,000-15,499																		
225	$14,500-14,999																		
226	$14,000-14,499																		
227	Less than $14,000																		

RESEARCH & OTHER NON-TEACHING POSITIONS. Months on contract

301	$51,000 & over																		
302	$48,000-50,999																		
303	$45,000-47,999																		
304	$42,000-44,999																		
305	$39,000-41,999																		
306	$37,000-38,999																		
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309	$31,000-32,999																		
310	$29,000-30,999	DO NOT USE THESE SPACES	DO NOT USE THESE SPACES																
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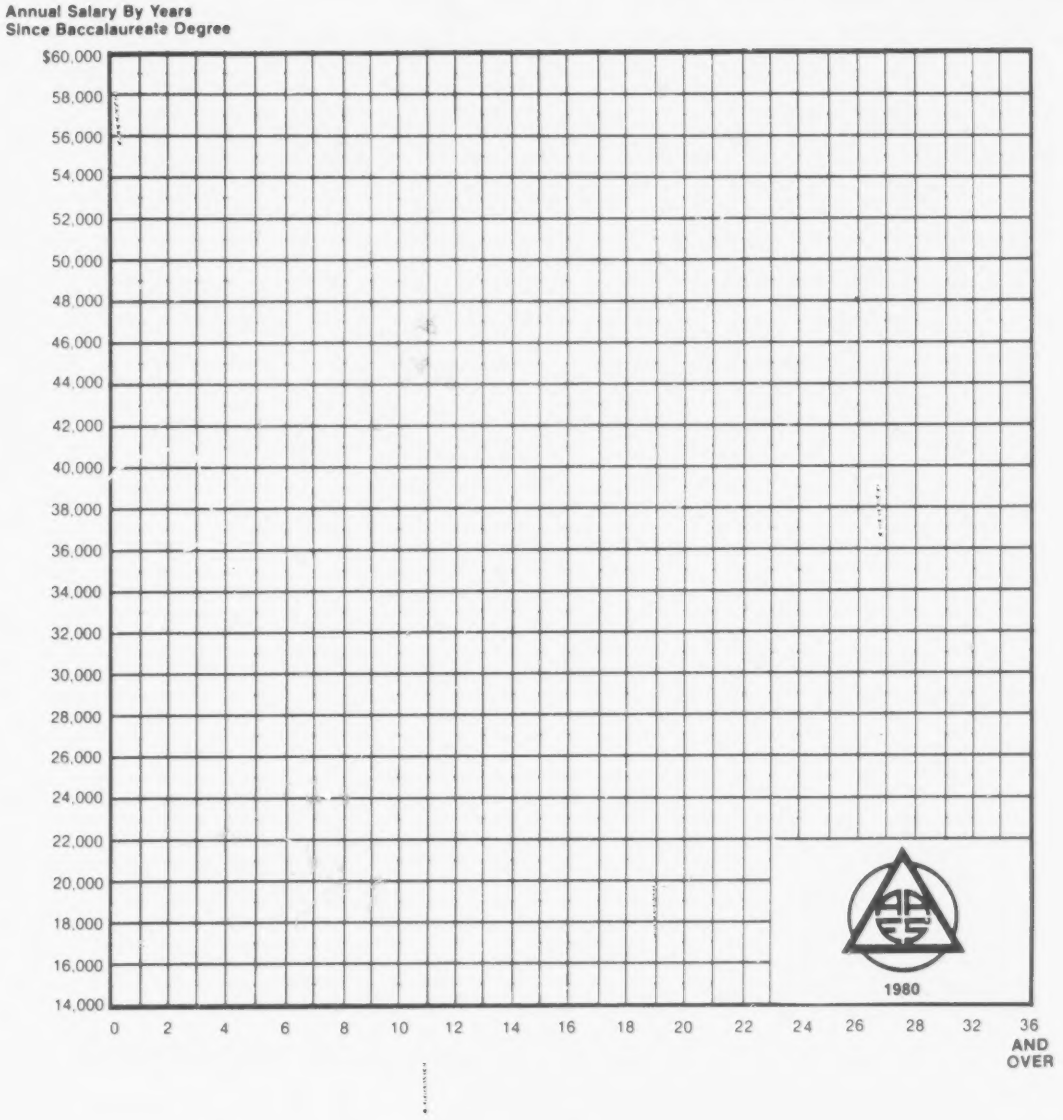
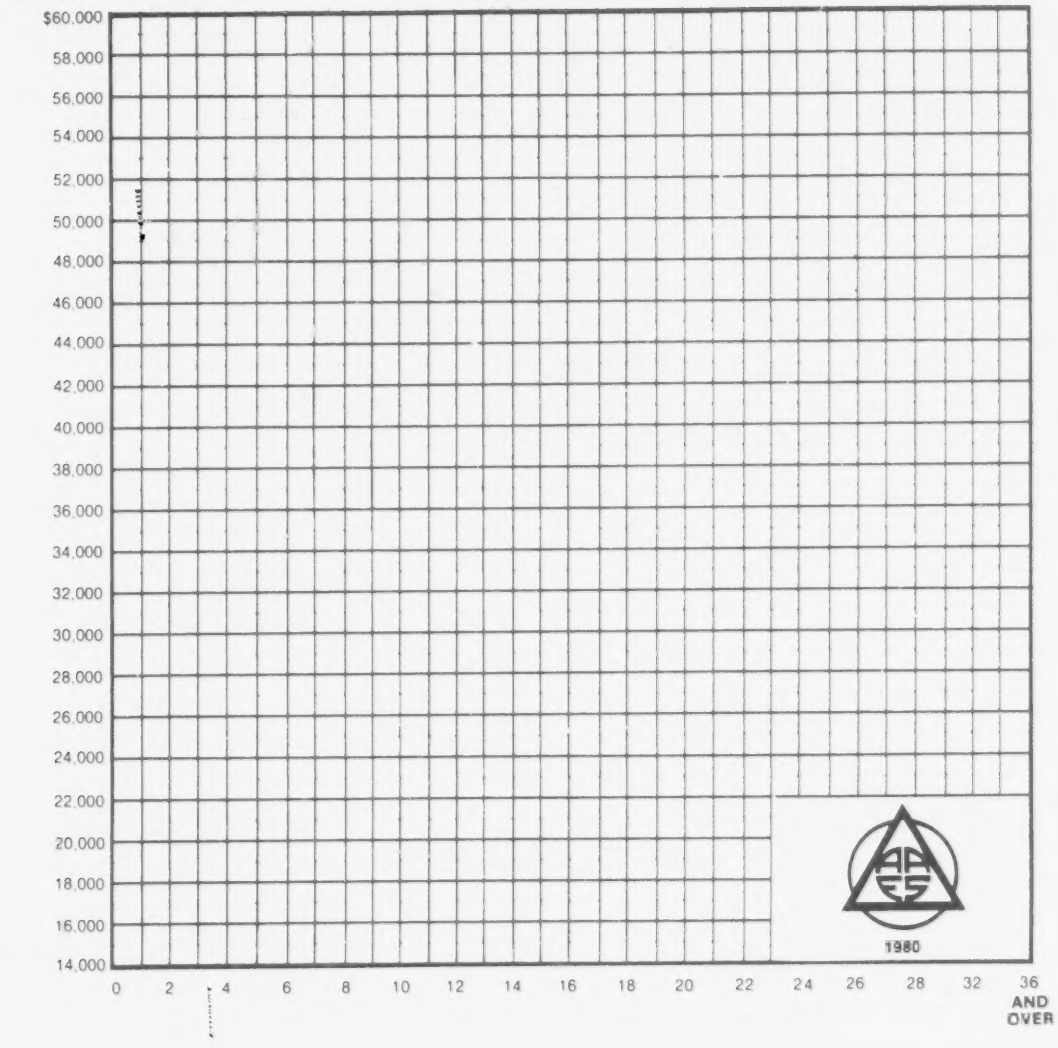
322	$16,000-16,999																		
323	$15,500-15,999																		
324	$15,000-15,499																		
325	$14,500-14,999																		
326	$14,000-14,499																		
327	Less than $14,000																		

SEE OTHER SIDE FOR ADDITIONAL POSITIONS



LEGEND

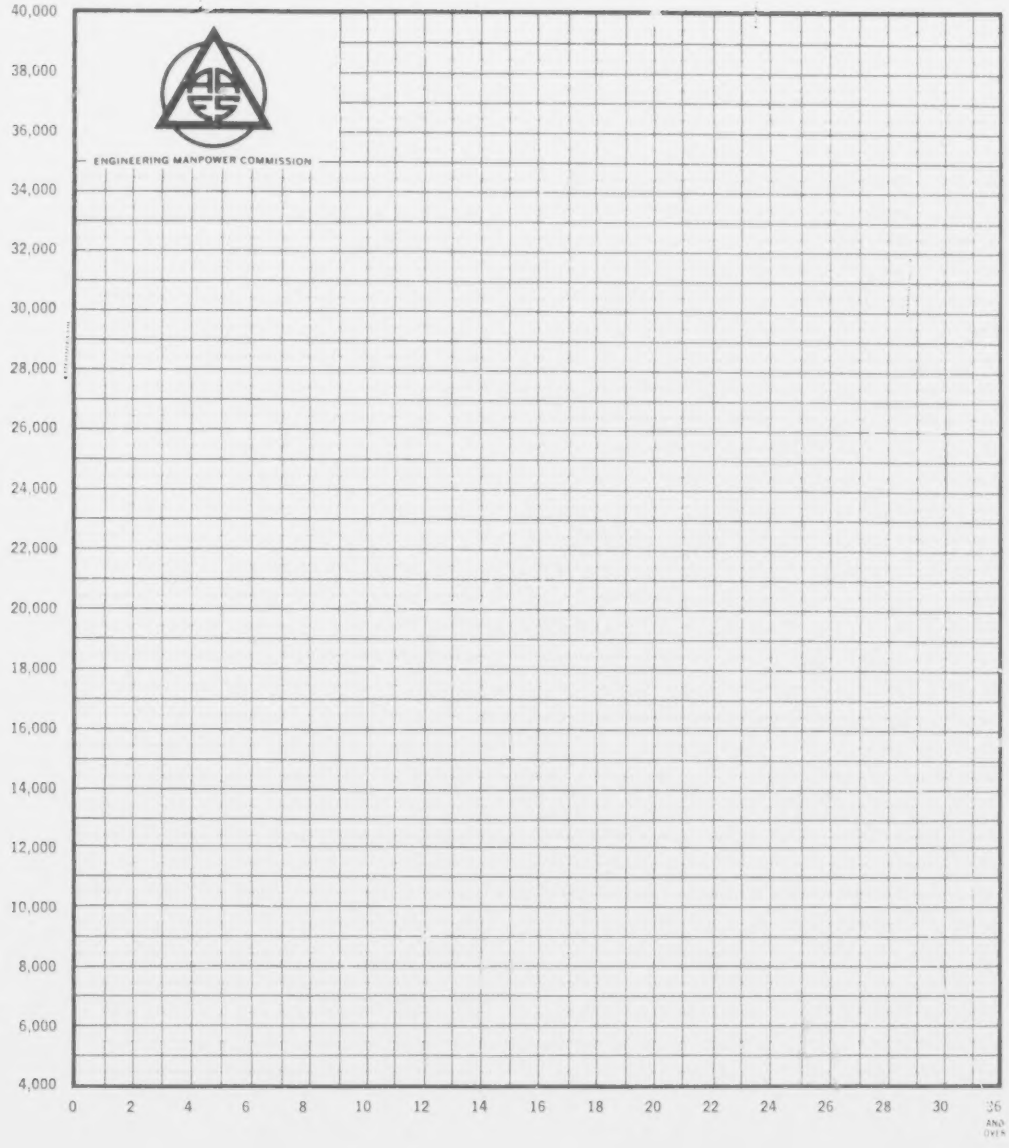
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

Annual Salary by Years
Since Baccalaureate Degree



AAES

MEMBER SOCIETIES

American Society of Civil Engineers	1852
American Institute of Mining, Metallurgical and Petroleum Engineers, Inc.	1871
The American Society of Mechanical Engineers	1880
The Institute of Electrical & Electronics Engineers	1884
American Society for Engineering Education	1893
American Society of Heating, Refrigerating & Air-Conditioning Engineers, Inc.	1894
American Society of Agricultural Engineers	1907
American Institute of Chemical Engineers	1908
American Society for Metals	1913
The Society of American Military Engineers	1920
National Council of Engineering Examiners	1920
Society of Manufacturing Engineers	1932
National Society of Professional Engineers	1934
National Institute of Ceramic Engineers	1938
Society of Allied Weight Engineers, Inc.	1939
Society of Plastics Engineers, Inc.	1941
American Society for Quality Control	1946
Standards Engineering Society	1947
American Institute of Industrial Engineers, Inc.	1948
Society of Women Engineers	1950
Society of Fire Protection Engineers	1950
American Institute of Plant Engineers	1954
American Nuclear Society	1954
American Academy of Environmental Engineers	1955
American Association of Cost Engineers	1956
System Safety Society	1962
Association of Energy Engineers	1977
American Indian Science & Engineering Society	1977

ASSOCIATE SOCIETIES

Air Pollution Control Association	1907
American Congress on Surveying & Mapping	1941
National Association of Corrosion Engineers	1945
Federation of Materials Societies	1972

REGIONAL SOCIETIES

Western Society of Engineers	1869
The Cleveland Engineering Society	1880
Engineering Society of Detroit	1895
Washington Society of Engineers	1905
Colorado Society of Engineers	1916
Colorado Engineering Council	1919
Engineering Societies of New England, Inc.	1923

302-80

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